

Uber Ireland Center of Excellence Limited
Annual Report for the year ended 31 December 2024

Uber Ireland Center of Excellence Limited

**Annual report
for the year ended 31 December 2024**

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Uber Ireland Center of Excellence Limited

DIRECTORS AND OTHER INFORMATION

DIRECTOR Porter, Claire
Radford, Blair Isaac

SECRETARY MHC Corporate Services Limited

REGISTERED OFFICE 47 Thomas Street
3rd floor
Limerick
Ireland

REGISTERED NUMBER 565842

BANKERS Deutsche Bank AG
Postbus 12797
1100 AT Amsterdam
The Netherlands

SOLICITORS Mason Hayes & Curran
Professional Services Limited
6th Floor
South Bank House
Barrow Street
Dublin 4
Ireland

INDEPENDENT AUDITORS PricewaterhouseCoopers
Chartered Accountants
One Spencer Dock
North Wall Quay
North Wall
Dublin 1

Uber Ireland Center of Excellence Limited

DIRECTORS' REPORT
for the year ended 31 December 2024

PRINCIPAL ACTIVITIES

The principal activity of the Company consists of the provision of support to other related companies in providing on-demand services through mobile devices and web based requests.

BUSINESS REVIEW AND FUTURE DEVELOPMENTS

During the year, the Company incurred operating costs amounting to €25,816,337 (2023: €24,087,326) relating mainly to staff costs and administrative expenses incurred to the provision of services to other group companies. The total number of employees increased from 432 to 445; Cost plus revenue earned in the year was €26,573,694 (2023: €24,832,263) arising from the provision of these services.

The significant risks and uncertainties impacting on the business of the Company relate to the impact of acceptance by customers of the Uber group's products which is dependent on general market conditions and the positioning of those products and the associated impact on the activities of the Company as service provider to group companies.

GOING CONCERN

The financial statements have been prepared on the going concern basis. In assessing the appropriateness of the going concern basis, the directors have taken account of all relevant information covering a period of at least twelve months from the date of approval of the financial statements.

On 31 December 2024, the Company has received of letter of support from its ultimate parent, Uber Technologies, Inc. that confirms it will provide the Company such financial support as is necessary to enable the Company to continue as a going concern and to meet all liabilities as they fall due for a period at least 24 months from the date of the letter of support.

The directors consider it appropriate to continue to use the going concern assumption on the basis that the Company will have sufficient resources to enable it to meet its liabilities as they fall due.

PRINCIPAL RISKS AND UNCERTAINTIES

The Company aims to deliver sustainable value by identifying and responding successfully to risks. Risk management is integrated into the process of planning and performance management for the Uber group.

The risks listed below, separately, or in combination, could have a material adverse effect on the implementation of the strategy of the Company, business, financial performance, results of operations, cash flows, liquidity, prospects, and returns and reputation. Unless stated otherwise, further details on these risks are included within the risk factors in the Annual Report and Form 20-F of Uber Technologies, Inc, for the year ended 31 December 2024.

STRATEGIC AND COMMERCIAL RISKS

Brand and reputational risk

Maintaining and enhancing our brand and reputation is critical to our business prospects. We have previously received significant media coverage and negative publicity regarding our brand and reputation. Whilst we have taken significant steps to rehabilitate our brand and reputation, the successful rehabilitation of our brand will depend largely on: maintaining a good reputation, minimising the number of safety incidents, continuing an improved culture and workplace practices, improving our compliance programmes, maintaining a high quality of service and ethical behaviour, and continuing our marketing and public relations efforts.

Uber Ireland Center of Excellence Limited**DIRECTORS' REPORT (continued)
for the year ended 31 December 2024*****Human capital***

Our business depends on retaining and attracting high-quality personnel, and continued attrition, future attrition, or successful succession planning could adversely affect our business. Leadership transitions and management changes may cause uncertainty in, or disruption to, our business, and may increase the likelihood of senior management or other employee turnover.

Digital infrastructure and cybersecurity

We may experience security or data privacy breaches or other unauthorised or improper access to, use of, alteration of or destruction of our proprietary or confidential data, employee data, or platform user data. In addition, cyberattacks, including computer malware, ransomware, viruses, spamming, and phishing attacks could harm our reputation, business and operating results.

Crisis management and business continuity

Potential disruption to the business and operations of the Company could occur if it does not address an incident effectively.

FINANCIAL RISK MANAGEMENT

The Company's principal financial liabilities comprise trade and other creditors including intercompany balances. The main purpose of these financial liabilities is to finance the Company's operations. The Company's principal financial assets include other debtors and cash and cash equivalents that derive directly from its operations.

The financial risks that the Company is exposed to are market risk, credit risk and liquidity risk.

Market risk

Market risk is the risk that the fair value of future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: interest rate risk, currency risk and other price risk, such as equity price risk and commodity risk. The Company is only exposed to currency risk.

Credit risk

Credit risk is the risk that a counterparty will not meet its obligations under a financial instrument or customer contract, leading to a financial loss. The Company is exposed to credit risk from its operating activities and from its financing activities, including deposits with banks and financial institutions, foreign exchange transactions and other financial instruments.

Liquidity risk

Liquidity risk is the risk that the Company will encounter difficulty in meeting the obligations associated with its financial liabilities that are settled by delivering cash or another financial asset. The Company's approach to managing liquidity is to ensure, as far as possible, that it will always have sufficient liquidity to meet its liabilities when due, under both normal and stressed conditions, without incurring unacceptable losses or risking damage to the Company's reputation.

COMPLIANCE AND REGULATORY RISKS***Regulatory risk***

Our business is subject to numerous legal and regulatory risks that could have an adverse impact on our business and future prospects. New laws and regulations could expose us to substantial liability, including significant expenses necessary to comply with such laws and regulations.

Uber Ireland Center of Excellence Limited

**DIRECTORS' REPORT (continued)
for the year ended 31 December 2024**

COMPLIANCE AND REGULATORY RISKS (continued)

Safety risk

Platform users may engage in, or be subject to, criminal, violent, inappropriate, or dangerous activity that results in major safety incidents, which may harm our ability to attract and retain consumers, couriers and merchants. We are not able to control or predict the actions of platform users and third parties either during their use of our platform or otherwise, and we may be unable to protect or provide a safe environment for consumers and couriers as a result of certain actions by consumers, couriers, merchants and third parties. Such actions may result in injuries, property damage, or loss of life. These incidents may subject us to liability and negative publicity, which would increase our operating costs and adversely affect our business, operating results, and future prospects. Even if claims do not result in liability, we will incur significant costs in investigating and defending against them.

RESULTS AND DIVIDENDS

The statement of comprehensive income for the financial year ended 31 December 2024 and statement of financial position as at 31 December 2024 are set out on pages 11 and 12.

The directors do not propose the payment of a dividend in the financial year.

DIRECTORS AND SECRETARY

The directors who served the Company during the year and up to the date of approval of this report are set out below. Except where indicated they served for the entire year.

Porter, Claire (Appointed on 31/01/2025)
Radford, Blair Isaac
Eoin O'Sullivan (Resigned on - 30/11/2024)

The secretary who served the Company during the year and up to the date of approval of this report were as follows: MHC Corporate Services Limited

INTERESTS OF DIRECTORS AND SECRETARY

In accordance with Section 329 (1) to (4) of the Companies Act 2014, none of the directors or secretary who held office at the year end date or at any time during the year held any interests in shares of the Company or group companies greater than 1% of the nominal value of the shares of those companies.

ACCOUNTING RECORDS

The directors are responsible for ensuring that adequate accounting records, as outlined in Section 281 to 285 of the Companies Act 2014, are kept by the Company.

To achieve this, the directors have appointed appropriately qualified personnel and adequately maintain the computerised accounting systems in order to ensure that those requirements are complied with.

The Company's accounting records are maintained at Burgerweeshuispad 301, 1076HR Amsterdam, The Netherlands. In addition, copies of the Company's accounting records are kept at the registered office at 47 Thomas Street, 3rd floor, Limerick, Ireland and are available for inspection by its directors.

POLITICAL CONTRIBUTIONS

No political contributions were made by the Company during the year.

Uber Ireland Center of Excellence Limited

**DIRECTORS' REPORT (continued)
for the year ended 31 December 2024**

EVENTS AFTER THE REPORTING PERIOD

No events have occurred after the reporting period that require disclosure in or adjustment to these financial statements.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

The directors in office at the date of this report have each confirmed that:

- (a) So far as each director is aware there is no relevant information of which the Company's statutory auditors are unaware; and
- (b) The directors have taken all the steps they ought to take as a director to make themselves aware of the relevant audit information and to establish that the Company's statutory auditors are aware of that information.

29 January 2026

Approved by the Board on _____

Blair Radford

Blair Radford
Director

Claire Porter

Claire Porter
Director

Uber Ireland Center of Excellence Limited

**DIRECTORS' RESPONSIBILITIES STATEMENT
for the year ended 31 December 2024**

The directors are responsible for preparing the directors' report and the financial statements in accordance with Irish law.

Under that law the directors have prepared the financial statements in accordance with Irish Generally Accepted Accounting Practice (accounting standards issued by the UK Financial Reporting Council, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland and Irish law).

Under Irish law, the directors shall not approve the financial statements unless they are satisfied that they give a true and fair view of the Company's assets, liabilities and financial position as at the end of the financial year and the profit or loss of the Company for the financial year.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards and identify the standards in question, subject to any material departures from those standards being disclosed and explained in the notes to the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to:

- correctly record and explain the transactions of the Company;
- enable, at any time, the assets, liabilities, financial position and profit or loss of the Company to be determined with reasonable accuracy; and
- enable the directors to ensure that the financial statements comply with the Companies Act 2014 and enable those financial statements to be audited.

The directors are also responsible for safeguarding the assets of the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board on 29 January 2026

Blair Radford

Blair Radford
Director

Claire Porter

Claire Porter
Director

Independent auditors' report to the members of Uber Ireland Center of Excellence Limited

Report on the audit of the financial statements

Opinion

In our opinion, Uber Ireland Center of Excellence Limited's financial statements:

- give a true and fair view of the company's assets, liabilities and financial position as at 31 December 2024 and of its profit for the year then ended;
- have been properly prepared in accordance with Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council of the UK, including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and Irish law); and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

We have audited the financial statements, included within the Annual Report, which comprise:

- the statement of financial position as at 31 December 2024;
 - the statement of comprehensive income for the year then ended;
 - the statement of changes in equity for the year then ended; and
 - the notes to the financial statements, which include a description of the accounting policies.
-

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) ("ISAs (Ireland)") and applicable law. Our responsibilities under ISAs (Ireland) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, which includes IAASA's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date on which the financial statements are authorised for issue.

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

However, because not all future events or conditions can be predicted, this conclusion is not a guarantee as to the company's ability to continue as a going concern.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Directors' Report, we also considered whether the disclosures required by the Companies Act 2014 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (Ireland) and the Companies Act 2014 require us to also report certain opinions and matters as described below:

- In our opinion, based on the work undertaken in the course of the audit, the information given in the Directors' Report for the year ended 31 December 2024 is consistent with the financial statements and has been prepared in accordance with the applicable legal requirements.
- Based on our knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Directors' Responsibilities Statement set out on page 7, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view.

The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Our audit testing might include testing complete populations of certain transactions and balances, possibly using data auditing techniques. However, it typically involves selecting a limited number of items for testing, rather than testing complete populations. We will often seek to target particular items for testing based on their size or risk characteristics. In other cases, we will use audit sampling to enable us to draw a conclusion about the population from which the sample is selected.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA website at: https://iaasa.ie/wp-content/uploads/docs/media/IAASA/Documents/audit-standards/Description_of_auditors_responsibilities_for_audit.pdf. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with section 391 of the Companies Act 2014 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2014 opinions on other matters

- We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
- In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
- The financial statements are in agreement with the accounting records.

Other exception reporting

Directors' remuneration and transactions

Under the Companies Act 2014 we are required to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of that Act have not been made. We have no exceptions to report arising from this responsibility.



Karen Feeley
for and on behalf of PricewaterhouseCoopers
Chartered Accountants and Statutory Audit Firm
Dublin
29 January 2026

Uber Ireland Center of Excellence Limited**STATEMENT OF COMPREHENSIVE INCOME**
for the year ended 31 December 2024

	Note	2024 €	2023 €
Turnover - continuing operations	4	26,573,694	24,832,263
Administrative expenses		<u>(25,816,337)</u>	<u>(24,087,326)</u>
Operating profit - continuing operations		757,357	744,937
Other Income	5	<u>1,703,281</u>	<u>133,130</u>
Profit before interest and taxation		2,460,638	878,067
Interest receivable	6	298,078	3,362,108
Interest payable	6	<u>(50,878)</u>	<u>(4,330,355)</u>
Net interest income/(expense)	6	247,200	(968,247)
Profit/(loss) before taxation	7	2,707,838	(90,180)
Tax on profit/(loss)	9	<u>(208,783)</u>	<u>(588,425)</u>
Profit/(loss) for the financial year		<u>2,499,055</u>	<u>(678,605)</u>
Total comprehensive income/(loss) for the year		<u><u>2,499,055</u></u>	<u><u>(678,605)</u></u>

Operating profit arose solely from continuing operations.

There are no items relating to other comprehensive income during either year, and, therefore, no separate statement of comprehensive income has been presented.

Uber Ireland Center of Excellence Limited**STATEMENT OF FINANCIAL POSITION**
as at 31 December 2024

	Note	2024 €	2023 €
FIXED ASSETS			
Tangible assets	10	344,024	859,368
		<u>344,024</u>	<u>859,368</u>
CURRENT ASSETS			
Debtors	11	11,027,665	6,640,805
		<u>11,027,665</u>	<u>6,640,805</u>
Creditors: amounts falling due within one year	12	(3,697,765)	(2,680,079)
		<u>(3,697,765)</u>	<u>(2,680,079)</u>
NET CURRENT ASSETS		<u>7,329,900</u>	<u>3,960,726</u>
NET ASSETS		<u><u>7,673,924</u></u>	<u><u>4,820,094</u></u>
CAPITAL AND RESERVES			
Called up share capital presented as equity	13	520,000	520,000
Capital Contribution	13	800,000	800,000
Share Based Compensation Reserve	14	1,706,499	1,351,724
Profit and loss account		<u>4,647,425</u>	<u>2,148,370</u>
TOTAL EQUITY		<u><u>7,673,924</u></u>	<u><u>4,820,094</u></u>

29 January 2026

Approved by the Board on _____

*Blair Radford*_____
Blair Radford
Director*Claire Porter*_____
Claire Porter
Director

Uber Ireland Center of Excellence Limited**STATEMENT OF CHANGES IN EQUITY**
for the year ended 31 December 2024

	<i>Share Capital presented as equity</i> €	<i>Shared Based Compensation Reserve</i> €	<i>Capital Contribution</i> €	<i>Profit and loss account</i> €	<i>Total equity</i> €
At 1 January 2023	<u>520,000</u>	<u>1,047,302</u>	<u>800,000</u>	<u>2,826,975</u>	<u>5,194,277</u>
Loss for the year	—	—	—	(678,605)	(678,605)
Other comprehensive income for the year	—	—	—	—	—
Total comprehensive loss for the year	—	—	—	(678,605)	(678,605)
Share based payment transactions	—	304,422	—	—	304,422
At 31 December 2023	<u>520,000</u>	<u>1,351,724</u>	<u>800,000</u>	<u>2,148,370</u>	<u>4,820,094</u>
Profit for the year	—	—	—	2,499,055	2,499,055
Other comprehensive income for the year	—	—	—	—	—
Total comprehensive income for the year	—	—	—	2,499,055	2,499,055
Share based payment transactions	—	354,775	—	—	354,775
At 31 December 2024	<u>520,000</u>	<u>1,706,499</u>	<u>800,000</u>	<u>4,647,425</u>	<u>7,673,924</u>

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2024**

1. GENERAL INFORMATION

Uber Ireland Center of Excellence Limited is a company limited by shares incorporated in Ireland under the Companies Act 2014. The registered office is 47 Thomas Street, 3rd floor, Limerick, Ireland and registered number is 565842.

The financial statements are the Company's financial statements for the financial year beginning 1 January 2024 and ending 31 December 2024.

2. STATEMENT OF COMPLIANCE

The Company's financial statements have been prepared on a going concern basis and in accordance with accounting standards issued by the UK Financial Reporting Council and the Companies Act 2014. The Company's financial statements comply with Financial Reporting Standard 102, *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (FRS 102).

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The significant accounting policies used in the preparation of the Company's financial statements are set out below. These policies have been consistently applied to all financial years presented, unless otherwise stated.

(a) Basis of preparation

The Company's financial statements have been prepared under the historical cost convention and the requirements set out in FRS102.

The preparation of financial statements in conformity with FRS 102 requires the use of certain key assumptions concerning the future, and other key sources of estimation uncertainty at the end of the financial year. It also requires the directors to exercise their judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or areas where assumptions and estimates have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are disclosed in note 3(d).

(b) Going Concern

The financial statements have been prepared on the going concern basis. In assessing the appropriateness of the going concern basis, the directors have taken account of all relevant information covering a period of at least twelve months from the date of approval of the financial statements.

On 31 December 2024, the Company has received a letter of support from its ultimate parent, Uber Technologies, Inc. that confirms it will provide the Company such financial support as is necessary to enable the Company to continue as a going concern and to meet all liabilities as they fall due for a period at least 24 months from the date of the letter of support.

The directors consider it appropriate to continue to use the going concern assumption on the basis that the Company will have sufficient resources to enable it to meet its liabilities as they fall due.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(c) Disclosure exemption for qualifying entities under FRS 102**

Uber Ireland Center of Excellence Limited meets the definition of a qualifying entity under FRS 102 and has therefore taken advantage of the disclosure exemptions available to it in respect of its separate financial statements. Uber Ireland Center of Excellence Limited is consolidated in the financial statements of its ultimate parent Uber Technologies, Inc., a company incorporated and operating in the United States.

Uber Ireland Center of Excellence Limited has taken advantage of the following disclosure exemptions under FRS 102:

- i. the requirements of Section 3 Financial Statement Presentation paragraph 3.17 (d) and the requirements of Section 7 Statement of Cash Flows;
- ii. The requirements of Section 11 paragraphs 11.42, 11.44, 11.45, 11.47, 11.48(a)(iii), 11.48(a)(iv), 11.48(b) and 11.48(c) and Section 12 paragraphs 12.26, 12.27, 12.29(a), 12.29(b), and 12.29A of FRS 102.
- iii. the requirements of Section 33 Related Party Disclosures, paragraph 33.7.
- iv. the requirements of FRS 102 paras 26.18(b), 26.19 – 26.21, 26.23 on the basis that the share based payments are related to equity instruments in the ultimate parent Uber Technologies, Inc. and the equivalent disclosures are included in the consolidated financial statements of Uber Technologies, Inc. in which the Company is consolidated;

(d) Critical accounting judgements and estimation uncertainty

Estimates and judgements made in the process of preparing the Company's financial statements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

- i. Critical judgement in applying the Company's accounting policies

There are no critical judgements, apart from those involving estimates, made by the directors which would have a significant impact in the amounts recognised in the financial statements

- ii. Critical estimates in applying the Company's accounting policies

The directors make an assessment at the end of each financial year of whether there is objective evidence that an intercompany debtor is impaired. When assessing impairment of intercompany debtors, the directors consider factors including the age profile of outstanding invoices, recent correspondence and trading activity, and historical experience of cash collections from the intercompany debtors. See Note 11 for the net carrying amount of the intercompany debtors at year end.

The Company has used estimates to determine the fair value of the restricted stock units and employee stock purchase plan (share based payments). Any changes to assumptions underlying these estimates such as non-vesting and services conditions may impact the overall share based payment expense as included in the financial statements.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(e) Provisions and contingencies**

i. Provisions

Provisions are liabilities of uncertain timing or amount.

Provisions are recognised when the Company has a present legal or constructive obligation as a result of past events, it is probable that a transfer of economic benefits will be required to settle the obligation and the amount of the obligation can be estimated reliably.

Provisions are measured at the present value of the best estimate of the amount required to settle the obligation, discounted using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. Provisions are reviewed at the end of each financial year and adjusted to reflect the current best estimate of the amount required to settle the obligation. The unwinding of the discount is recognised as a finance cost in statement of comprehensive income, presented as part of 'interest payable and similar expenses' in the financial year in which it arises.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

In particular:

(i) Restructuring provisions are recognised when the Company has a legal or constructive obligation at the end of the financial year to carry out the restructuring. The Company has a constructive obligation to carry out a restructuring when there is a detailed, formal plan for the restructuring and the Company has raised a valid expectation in those affected by either starting to implement the plan or announcing its main features to those affected; and

(ii) Provision is not made for future operating losses.

ii. Contingencies

Contingent liabilities, arising as a result of past events, are not recognised as a liability because it is not probable that the Company will be required to transfer economic benefits in settlement of the obligation or the amount cannot be reliably measured at the end of the financial year. Possible but uncertain obligations are not recognised as liabilities but are contingent liabilities. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(f) Property plant and equipment**

Property, plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses. Such cost includes costs directly attributable to making the asset capable of operating as intended. Depreciation is provided on all property, plant and equipment, at rates calculated to write off the cost, less estimated residual value, of each asset on a systematic basis over its expected useful life as follows:

Computer Equipment	3 - 5 years
Leasehold Improvements	4 - 5 years

The carrying values of property, plant and equipment are reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recoverable.

Construction in Progress (CIP)

CIP is recognised once costs related to capital project are incurred and where the assets are not in use at year end. CIP is carried at cost and not depreciable until they are available for use. Once the assets is ready for use its transferred to fixed assets.

(g) Revenue recognition

Revenue is recognised to the extent that the Company obtains the right to consideration in exchange for its services rendered. Revenue is measured at the fair value of the consideration received, excluding discounts, rebates, VAT and other sales taxes or duty.

(h) Rental income

Rental income from operating leases is recognised on straight-line basis over the life of the lease. The aggregate cost of any incentives is recognised as a reduction on income and the lease term. Costs incurred on earning the lease income are recognised as an expense. Rental income is classified as other income in the Statement of Comprehensive Income.

(i) Foreign currencies

The functional currency of the Company is considered to be Euro because that is the currency of the primary economic environment in which the Company operates. The financial statements are also presented in Euro and rounded to the nearest euro.

Transactions in foreign currencies are initially recorded in the Company's functional currency by applying the spot exchange rate ruling at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies are retranslated at the rate of exchange ruling at the statement of financial position date. All differences are taken to the statement of comprehensive income.

(j) Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise cash at banks and in hand and short term deposits with an original maturity date of three months or less. Bank overdrafts are shown within current liabilities

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(k) Financial instruments**

The Company has chosen to apply the provisions of Sections 11 and 12 of FRS 102 to account for all of its financial instruments.

i. Financial assets

Basic financial assets, including trade and other debtors, cash and cash equivalents and receivables from related parties are initially recognised at transaction price (including transaction costs), unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial asset is initially measured at the present value of the future receipts discounted at a market rate of interest for a similar debt instrument.

Other debtors, cash and cash equivalents and receivables from related parties are subsequently measured at amortised cost using the effective interest method.

At the end of each financial year financial assets measured at amortised cost are assessed for objective evidence of impairment. If there is objective evidence that a financial asset measured at amortised cost is impaired an impairment loss is recognised in the statement of comprehensive income. The impairment loss is the difference between the financial asset's carrying amount and the present value of the financial asset's estimated cash inflows discounted at the asset's original effective interest rate.

If, in a subsequent financial year, the amount of an impairment loss decreases and the decrease can be objectively related to an event occurring after the impairment was recognised the previously recognised impairment loss is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment loss not previously been recognised. The impairment reversal is recognised in the statement of comprehensive income.

ii. Financial liabilities

Basic financial liabilities, including trade and other creditors and payables to related parties, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction. Where the arrangement constitutes a financing transaction the resulting financial liability is initially measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Trade and other creditors and payables to related parties are subsequently carried at amortised cost, using the effective interest method. Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Trade creditors are classified as due within one year if payment is due within one year or less. If not, they are presented as falling due after more than one year. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Financial liabilities are derecognised when the liability is extinguished, that is when the contractual obligation is discharged, cancelled or expires.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(l) Leasing and hire purchase commitments**

Operating leases do not transfer substantially all the risks and rewards of ownership to the lessee

Rentals payable under operating leases are charged in the statement of comprehensive income on a straight line basis over the lease term. Lease incentives are recognised over the lease term on a straight line basis.

(m) Taxation

Income tax expense for the financial year comprises current and deferred tax recognised in the financial year. Income tax expense is presented in the same component of total comprehensive income (profit and loss account or other comprehensive income) or equity as the transaction or other event that resulted in the income tax expense.

Current or deferred taxation assets and liabilities are not discounted.

(i) Current tax

Current tax is the amount of income tax payable in respect of the taxable profit for the financial year or past financial years. Current tax is measured at the amount of current tax that is expected to be paid using tax rates and laws that have been enacted or substantively enacted by the end of the financial year.

The directors periodically evaluate positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. A current tax liability is recognised where appropriate and measured on the basis of amounts expected to be paid to the tax authorities.

(ii) Deferred tax

Deferred tax is recognised in respect of timing differences, which are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in financial years different from those in which they are recognised in financial statements.

Deferred tax is recognised on all timing differences at the end of each financial year with certain exceptions. Unrelieved tax losses and other deferred tax assets are recognised only when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the end of each financial year end and that are expected to apply to the reversal of the timing difference.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(n) Employee benefits**

The Company provides a range to benefits to employees including short term employee benefits, such as annual bonus arrangements and paid holiday arrangement and post employment benefits.

(i) Short term employee benefits

Short term employee benefits, including paid holiday arrangements and other similar non-monetary benefits, are recognised as an expense in the financial year in which employees render the related service. The Company operates an annual bonus plan for employees. An expense is recognised in the profit and loss account when the Company has a present legal or constructive obligation to make payments under the plan as a result of past events and a reliable estimate of the obligation can be made.

Payroll costs do not include monthly Uber credits granted to employees for the use of these costs are borne by another group company and the company is not recharged for these costs.

(ii) Post employment benefits

The Company operates a defined contribution plan for certain employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity and has no legal or constructive obligation to pay further contributions or to make direct benefit payments to employees if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods. The assets of the plan are held separately from the Company in independently administered funds. The contributions to the defined contribution plan are recognised as an expense when they are due. Amounts not paid are shown in accruals in the statement of financial position.

(iii) Shared-based payments

Share based compensation benefits are issued to employees via the ultimate parent company's Equity Incentive Plans (EIPs). Information relating to this scheme, and the awards issued under it, is set out in Note 14. The fair value of awards granted under the EIP is recognised in employee benefits expense in the statement of comprehensive income with corresponding increase in equity. The total amount to be expensed is determined by reference to the fair value of awards granted:

- excluding the impact of any service conditions, and
- including the impact of any non-vesting conditions.

The total expense is recognised over the vesting period, which is the period over which all of the specified vesting conditions are to be satisfied. At the end of each period, the Company revises its estimates of the number of awards that are expected to vest based on the non-vesting and service conditions. It recognises the impact of the revision to original estimates, if any, in statement of comprehensive income, with a corresponding adjustment to equity.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)****(o) Share Capital presented as equity**

Equity shares issued are recognised at the proceeds received. Incremental costs directly attributable to the issue of new equity shares or options are shown in equity as a deduction, net of tax, from the proceeds.

(p) Capital Contributions

Capital contribution is recognised once amounts are received and confirmed as irrevocable and non-refundable.

(q) Government Grants

Government grants are recognised when there is reasonable assurance that the entity will comply with the conditions attached to them and the grants will be received.

Grants that do not impose specified future performance conditions are recognised when the grant proceeds are receivable. Grants that impose specified future performance conditions are recognised only when those conditions are met.

Grants that are received in respect of expenses already incurred are recognised as other income in the Statement of Comprehensive Income. Capital-based grants are recognised in the Statement of Comprehensive Income on a systematic basis over the useful economic life of the asset (to match the associated depreciation charge).

4. TURNOVER - CONTINUING OPERATIONS

All turnover is derived from service fees in respect of providing marketing and support services to other group companies; turnover is recognised when the service has been provided. All turnover earned from the provision of these marketing and support services is derived in Ireland.

5. OTHER INCOME

	2024	2023
	€	€
Rental income	153,281	133,130
Government grant	1,550,000	—
	<u>1,703,281</u>	<u>133,130</u>

6. NET INTEREST INCOME/(EXPENSE)

	2024	2023
	€	€
Interest receivable on balances due from group undertakings	298,078	3,362,108
Interest payable on balances owed to group undertakings	(50,878)	(4,330,355)
Net interest income/(expense)	<u>247,200</u>	<u>(968,247)</u>

Net interest income/(expense) arises on the net cash pooling balances.

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 December 2024

7. PROFIT/(LOSS) BEFORE TAXATION

	2024	2023
	€	€
<i>The profit/(loss) before taxation has been arrived at after charging:</i>		
Foreign exchange differences	2,015	232
Depreciation	515,344	493,985
Operating lease rentals		
– land and buildings	643,078	529,064

8. STAFF NUMBERS AND COSTS

The average number of employees during the year was 445 (2023 – 432).

	2024	2023
	€	€
<i>The aggregate payroll costs of these employees were as follows:</i>		
Wages and salaries	19,548,191	18,427,069
Social welfare costs	2,164,218	1,987,308
Share based payments	354,775	304,422
Pension costs	167,860	118,530
	<u>22,235,044</u>	<u>20,837,329</u>

Aggregate emoluments paid to directors are as follows:

	2024	2023
	€	€
Total emoluments in respect of qualifying services	161,682	190,502
Total value of other assets under long-term incentive schemes	130,707	84,955
Total contributions to retirement benefit schemes	11,911	16,106
	<u>304,300</u>	<u>291,563</u>

No Director made gains on group share options in the year ended 31 December 2024 (2023: Nil.)

Retirement benefits are occurring to 1 director (2023: 1 director) under a defined contribution scheme.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**9. TAX ON PROFIT/(LOSS)**

	2024	2023
	€	€
<i>Irish corporation tax:</i>		
Current tax on profits for the year	322,439	678,106
Adjustment in respect of prior periods	(75,208)	1,064
	<u>247,231</u>	<u>679,170</u>
<i>Deferred tax:</i>		
Origination and reversal of timing differences	(38,448)	(89,681)
Adjustments in respect of prior periods	—	(1,064)
Total Tax Charge	<u>208,783</u>	<u>588,425</u>

Factors affecting tax charge for the year

The total tax charge differs (2023: differs) from the standard rate of corporation tax in the Republic of Ireland.

The differences are explained as follows:

	2024	2023
	€	€
Profit/(loss) before taxation	2,707,838	(90,180)
Current tax at 12.5% (2023: 12.5%)	338,480	(11,273)
<i>Effects of:</i>		
Income taxable at higher rate	38,238	421,180
Expenses not deductible for tax purposes	11,041	28,491
Non taxable income	(193,750)	-
Prior year adjustments	(75,208)	-
Income Tax charged to tax liability	89,982	150,027
Total tax charge	<u>208,783</u>	<u>588,425</u>

Pillar Two of the OECD's global tax framework has been adopted in Ireland. The assessment of the potential exposure to Pillar Two income taxes is based on the most recent tax filings, country-by-country reporting, and financial statements. Based on the available information, no material top-up tax is expected.

Uber Ireland Center of Excellence Limited

NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 December 2024
10. TANGIBLE ASSETS

	<i>Leasehold improvements</i>	<i>Computer equipment</i>	<i>Total</i>
	€	€	€
Cost			
At 1 January 2024	3,385,746	2,812,924	6,198,670
Additions	—	-	-
Disposals	—	—	—
At 31 December 2024	<u>3,385,746</u>	<u>2,812,924</u>	<u>6,198,670</u>
<i>Accumulated depreciation</i>			
At 1 January 2024	3,120,107	2,219,195	5,339,302
Charge for the year	165,691	349,653	515,344
Disposals	-	-	-
At 31 December 2024	<u>3,285,798</u>	<u>2,568,848</u>	<u>5,854,646</u>
Carrying amount at 31 December 2023	<u>265,639</u>	<u>593,729</u>	<u>859,368</u>
Carrying amount at 31 December 2024	<u>99,948</u>	<u>244,076</u>	<u>344,024</u>

11. DEBTORS

	2024	2023
	€	€
Corporation tax receivable	130,832	—
Amounts due from group undertaking (a)	10,120,354	5,934,810
Prepayments and other debtors	220,566	176,037
VAT receivable	168,008	180,501
Deferred tax (b)	387,905	349,457
	<u>11,027,665</u>	<u>6,640,805</u>

- a. The amounts due from group undertakings are unsecured non-interest bearing and are repayable on demand.
- b. Deferred tax

	2024	2023
	€	€
Opening balance	349,457	258,712
Credited to the income statement	38,448	89,681
Adjustments in respect of prior periods	-	1,064
	<u>387,905</u>	<u>349,457</u>
Deferred tax comprises:		
Excess capital allowances	167,278	152,248
Other timing differences	220,627	197,209
	<u>387,905</u>	<u>349,457</u>

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)
for the year ended 31 December 2024****12. CREDITORS amounts falling due within one year**

	2024	2023
	€	€
Amounts falling due within one year		
Trade creditors (b)	102,096	350,006
Amounts owed to group undertakings (a)	1,715,388	94,757
Taxation and social welfare	500,644	1,118,413
Accruals	1,379,637	1,116,903
	<u>3,697,765</u>	<u>2,680,079</u>
Taxation and social welfare		
PAYE/PRSI	500,644	632,115
Corporation tax payable	—	486,298
	<u>500,644</u>	<u>1,118,413</u>

a. Included in the amounts due from group undertaking is a balance of €1,715,388 which is unsecured, non-interest bearing and are repayable on demand. The cash pooling arrangement allows the Company to combine credit and debit positions of its bank accounts into one which are unsecured interest bearing and repayable on demand. The interest earned/ incurred is calculated on the Euro short term rate.

b. Trade creditors are repayable within 30 to 60 days of the date of invoice.

13. CALLED UP SHARE CAPITAL PRESENTED AS EQUITY AND CAPITAL CONTRIBUTION

	2024	2023
	€	€
Capital Presented as Equity		
<i>Authorised, allotted, called-up and fully paid</i>		
520,000 (2023 :520,000) ordinary shares of € 1 each	<u>520,000</u>	<u>520,000</u>
Capital Contribution		
Opening	800,000	800,000
Issued in the year	—	—
	<u>800,000</u>	<u>800,000</u>

In order to satisfy the requirements of the Industrial Development Agency (Ireland) ('IDA') employment grant, the company must maintain an equity equivalent of €1,550,000. This equity equivalent is maintained in share capital, capital contribution with the remaining balance of €230,000 of the profit and loss account being identified as non-distributable. The equity equivalent must be maintained for a period of 5 years from the date of the final grant received.

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**14. SHARE BASED COMPENSATION RESERVE**

Certain employees of the Company participate in a stock incentive plan established by the ultimate parent company. The allocation of the share-based payment expense has been determined based on the employee's employed in Ireland during the year. There are three stock incentive plans in force: the Uber Technologies, Inc. ('UTI'), 2010 Stock Plan ('2010 Plan'), the Uber Technologies, Inc., 2013 Equity Incentive Plan ('2013 Plan') and the 2019 Employee Stock Purchase Plan (the "ESPP"). These plans provide for UTI to issue incentive and non-qualified share options, restricted stock units ("RSUs") and other awards (that are based in whole or in part by reference to our common stock) to employees of the Company.

No share options are granted to any employee of the Company in 2024 and 2023.

Restricted Stock Units

UTI has granted RSUs to certain employees of the Company. These awards vest upon the satisfaction of both a service and performance condition. The service condition is generally satisfied over four years, and vesting of awards commences upon the satisfaction of both conditions and continues as long as the employee remains in service with the Company or its affiliates. The performance condition was satisfied upon the occurrence of UTI's initial public offering ("IPO") on May 14, 2019. Under the terms of these awards, the employee is not required to be employed at the date of the qualifying event. On exercise, RSUs convert to one ordinary share in UTI at no cost to the employee.

The number of RSUs unvested and outstanding as 31 December 2024 was 10,915 (2023: 17,599).

The Company is not recharged for value of the share options or RSUs by Uber Technologies, Inc.

	2024	2023
	Number of RSU	Number of RSU
Total outstanding at beginning of year	17,599	14,660
Granted	7,188	12,942
Cancelled	(5,588)	(650)
Exercised	(8,284)	(8,709)
Transferred	-	(644)
Unvested and outstanding at end of year	10,915	17,599

ESPP

UTI has offered an ESPP to certain employees of the Company. The ESPP provides for a twelve-month offering period, with each offering period including two purchase periods of approximately six months. The ESPP allows eligible employees to purchase shares of UTI's common stock at a 15% discount on the lower price of either (i) the plan start date or (ii) the purchase date. The Company recognizes stock-based expenses related to the shares issued under the ESPP plan on an accelerated basis over the offering period.

The number of awards unvested at 31 December 2024 was 1,410 (2023: 1,109).

Share-based payment expense

During the year ended 31 December 2024, the Company recognized an expense of €354,775 (2023: €304,422). The expense is recognized based on the grant date fair value of the awards, measured using the fair value of UTI's common stock on the grant date for RSUs.

The fair value is adjusted for the number of awards expected to vest. The weighted average fair value of RSUs was €50.51 (2023: €30.57)

Uber Ireland Center of Excellence Limited**NOTES TO THE FINANCIAL STATEMENTS (continued)**
for the year ended 31 December 2024**15. GOVERNMENT GRANTS**

Grants of €1,550,000 (2023: Nil) which have been received under agreements between the company, and the Industrial Development Agency (Ireland) ('IDA') may become repayable should certain circumstances set out in the agreement occur. No such circumstances have occurred to date.

16. OBLIGATIONS UNDER OPERATING LEASES*Operating leases*

Future minimum lease payments under non-cancellable operating leases are as follows:

	2024	2023
	€	€
Not later than 1 year	488,322	529,064
Later than 1 year and not later than 5 years	—	488,322
	<u>488,322</u>	<u>1,017,386</u>

Other than those noted above, there are no other commitments or contingent liabilities at the end of the financial year.

17. IMMEDIATE AND ULTIMATE PARENT UNDERTAKING

The Company's immediate parent undertaking is Uber NL Holdings 1 B.V. The Company's ultimate parent undertaking is Uber Technologies, Inc., a company incorporated and operating in the United States.

The parent company of both the smallest and largest groups of undertakings of which the Company was a member and in whose group financial statements its results are included is Uber Technologies Inc., a company incorporated in the United States, whose financial statements are publicly available on www.sec.gov.

18. RELATED PARTY TRANSACTIONS

The Company has availed of the exemption provided in FRS 102 Section 33 "Related Party Disclosures" for wholly owned subsidiary undertakings whose voting rights are controlled within the group, from the requirements to give details of transactions with entities that are part of the group or investees of the group qualifying as related parties.

Payroll costs do not include monthly Uber credits granted to employees for the use of these costs are borne by another group company and the company is not recharged for these costs.

Directors remuneration is disclosed in Note 8.

19. EVENTS AFTER THE REPORTING PERIOD

No events have occurred after the reporting period that require disclosure in or adjustment to these financial statements.

20. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the directors on
29 January 2026