

Uber Technologies, Inc (UBER)

2026 DEF 14A · filed 2026-03-23 · CIK 0001543151

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO ITEM 402(U)

360 to 1

Median employee: \$98,826

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

4 peers auto-selected from UBER's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
ADBE ADOBE INC.	\$51,173,935	217 to 1	\$235,989	Executive Compensation Committee
CRM Salesforce, Inc.	\$49,379,252	296 to 1	\$166,753	Compensation Committee
GOOGL Alphabet Inc.	\$10,906,079	35 to 1	\$310,826	Leadership Development, Inclusion and Compensation Committee
AMZN AMAZON COM INC	\$2,069,861	51 to 1	\$40,206	Leadership Development and Compensation Committee

Summary Compensation Table (latest disclosed year)

No SCT rows extracted from this filing.

Every fact above, traced back to filing text

Generated 2026-08-02 04:06:14Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 360 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“local currency to U.S. dollars using the exchange rate on the Determination Date. For fiscal year 2025, the annual total compensation for the median employee (excluding our CEO) was \$98,826 and annual total compensation of our CEO was \$35,595,826. Based on this information, for fiscal year 2025, we estimate that the ratio of the annual total compensation of our CEO to the annual total compensation of the median employee was 360 to 1. The pay ratio described above is a reasonable estimate calculated in a manner consistent with Item 402(u) of Regulation S-K. SEC rules for identifying the median ...”

Median employee compensation = \$98,826

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“closing in May, June, and October, 2025, respectively, as their 2025 compensation does not yet reflect Uber’s compensation philosophy. For purposes of this disclosure, we converted employee compensation from local currency to U.S. dollars using the exchange rate on the Determination Date. For fiscal year 2025, the annual total compensation for the median employee (excluding our CEO) was \$98,826 and annual total compensation of our CEO was \$35,595,826. Based on this information, for fiscal year 2025, we estimate that the ratio of the annual total compensation of our CEO to the annual total comp...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“report feedback to the Compensation Committee”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“What We Don’t Do Allow hedging of Uber stock by directors or employees Allow pledging of Uber stock by directors or employees for margin loans or similar speculative transactions Single-trigger acceleration following a change in control Provide excessive perquisites Encourage unnecessary and excessive risk taking Provide excise tax (golden parachute) gross-ups Provide supplemental retirement, pension, or other special retirement benefits that are exclusive to the executive team Provide guaranteed bonuses or uncapped incentive award opportunities for executives Utilize the evergreen feature of ...”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“What We Don’t Do Allow hedging of Uber stock by directors or employees Allow pledging of Uber stock by directors or employees for margin loans or similar speculative transactions Single-trigger acceleration following a change in control Provide excessive perquisites Encourage unnecessary and excessive risk taking Provide excise tax (golden parachute) gross-ups Provide supplemental retirement, pension, or other special retirement benefits that are exclusive to the executive team Provide guaranteed bonuses or uncapped incentive award opportunities for executives Utilize the evergreen feature of ...”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"Stock Ownership Guidelines"