2025 Sustainability & Impact Report

lyft

Table of Contents

Introduction

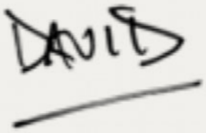
Letter from David

Lyft is a business built around bringing people together. Everything we do flows from our purpose to serve and connect. I ride on Lyft regularly, and I drive occasionally too. Whether I'm behind the wheel or in the backseat, I see how a single ride can bridge divides, create opportunity, and strengthen a community.

This report answers a question we continually ask ourselves: How does our business affect the world beyond our financial success? I'm proud to say 2025 was one of our most impactful years yet.

- We expanded access in concrete ways, like launching **Lyft Silver** to make rideshare work better for older adults, and growing our **Jobs Access program** to support veterans entering the workforce.
- When wildfires devastated Southern California, our community moved fast to mobilize our **largest-ever disaster response**, delivering free and discounted rides to people who needed them most.
- Throughout the year, Lyft riders showed up generously using **Round Up & Donate** to help fund important causes, and on Giving Tuesday I was glad to personally join Lyft in double-matching their contributions.
- We also hit a big milestone on our path toward **electrification**, surpassing 100 million total EV rides on the platform, ahead of schedule and representing real progress toward a healthy, lower-carbon future.

The Lyft community has a lot to be proud of, and I hope you'll read the full report. Most of all, thank you to every rider, driver, team member, and partner who helped make 2025 our best year yet.



David Risher
Chief Executive Officer

Executive Summary

Lyft's purpose as a global mobility platform is to serve and connect communities. We believe every ride taken on our platform should be an opportunity to do both better. We expect more from every journey, and that expectation extends to how we operate as a business and how we show up for our communities.

Last year, we continued to deliver on that commitment: In 2025, Lyft served more people than at any point in its history — transporting 51.3 million riders, facilitating more than $10 billion in driver earnings, and surpassing 100 million total EV rides.

Our global sustainability strategy focuses on the impact our operations have on the world around us, and the sustainability-related risks and opportunities that may affect Lyft's long-term resilience and success. Lyft assessed the following topics as most material to the company's overall long-term business resilience: GHG Emissions (Scope 1, 2, and 3); Climate Risks & Opportunities; Air Pollution; Rider & Driver Safety; Affordability & Belonging; Data Privacy & Management; Unethical Behavior; and Business Resilience. With an emphasis on these topics, this report details the initiatives across environmental, social, and governance that positioned us to provide the most impact and growth in 2025.

51.3M
Riders transported

$10B
In driver earnings

100M+
EV Rides

Social

Social

Social Impact

Lyft Up

7M+
Discounted or donated rides through Lyft Up in 2025

8K+
Rides to job trainings, interviews & new jobs in 2025

$400K+
Direct community investment in LA — largest ever disaster response

Jobs Access. Lyft's Jobs Access program provides access to free and discounted rides to and from job training programs, interviews, and the first three weeks of new employment to give unemployed individuals a better, fairer chance at success. In 2025, job seekers accessed more than 8,000 rides to training, interviews, and new employment across 30+ U.S. and Canadian markets. The program broadened its reach to support veterans transitioning into the workforce through new partnerships with Hire Heroes USA and Call of Duty Endowment (CODE).

Disaster Response. Lyft's Disaster Response program provides free and discounted rides to relief shelters and essential services in the wake of emergencies. In response to the January 2025 wildfires in Southern California, Lyft activated its program in what became the largest recovery effort in the company's history. Through this initiative, we provided more than $400,000 in direct community investment in Los Angeles to support those affected by the disaster.

Round Up & Donate

$43M+
Raised for nonprofits since 2017

100M+
Total donations made since 2017

$5M+
Donated by riders in 2025

Lyft's Round Up & Donate program allows riders to automatically round up their fares to the nearest dollar and donate the difference to the Lyft nonprofit partner of their choice. In 2025, the program expanded into Puerto Rico and Quebec, welcomed five new national partners, and ran its first-ever Giving Tuesday campaign, which boosted signups 8x over an average Tuesday, with both Lyft and CEO David Risher matching rider donations on that day.

Driver & Rider Well-Being

$10B+
Earned by 1M+ drivers in 2025 (not including tips) — a new record

51.3M
Annual riders in 2025 — an all-time high

4,000
Healthcare organizations served by Lyft Healthcare NEMT rides in 2025

Lyft Silver

Launched in May 2025, Lyft Silver makes rideshare accessible to older adults by addressing the technology barriers that have historically limited adoption in this population. Developed in close collaboration with aging experts and older adults themselves, key features include: a simplified Lyft app interface with 1.4x larger text and just two main buttons on the home screen; live phone support via a 'Get Help' button (available 8am–9pm ET); and shareable ride details for trusted contacts. Lyft Silver Select offers a dedicated ride type with easy-to-enter vehicles, up to 7 minutes of wait time at pickup, and drivers all rated 4.95+. Driver vehicle eligibility is informed by direct user research into the needs and preferences of older riders.

Healthcare Access

Lyft Healthcare partners with more than 4,000 healthcare organizations across the U.S., including the top 10 health systems, top 10 health insurance plans, and 28+ state Medicaid programs. Seventy-nine percent of riders who have used the platform for healthcare trips say they are more likely to make it to appointments on time and 75% seek healthcare more regularly because of Lyft.

Rider & Driver Safety

Serious safety incidents on the Lyft platform remain extremely rare. In 2025, Lyft launched a significant suite of new safety features spanning customer integrity, incident prevention and detection, emergency response, and customer support improvements. New capabilities include:

- **Audio recording** for both riders and drivers.
- **PIN verification** to help make sure drivers have the right passenger before starting the ride.
- **Direct rider & driver blocking** and favoriting to improve safety and personalization.
- **Name accuracy checks** to validate riders' identities against trusted third-party databases.
- **Smart Trip Check-In enhancements** to monitor rides for unusual activity such as unexpected stops or route deviations.
- **Multilingual ADT emergency support** if a rider or driver feels uncomfortable or unsafe.
- **Enhanced 911 via RapidSOS** in new markets to ensure prompt emergency response.
- **Rexing Dashcam partnership** to provide discounted dashboard cameras for ride coverage.
- **Improved rider and driver in-app safety hubs** to make it easier for customers to customize safety settings and access safety tools.

Lyft's Safety Advisory Council — comprising 11 partner organizations with expertise in road safety, law enforcement, gender-based violence prevention, accessibility, anti-human trafficking, youth safety, and gun violence prevention — guided safety feature development throughout 2025, and continues to advise on improvements and new measures to secure both riders and drivers.

AV Safety

As autonomous vehicles become an increasingly important part of the transportation landscape, Lyft published its AV Partner Safety Evaluation Framework to ensure every AV on our platform meets rigorous safety standards. Designed to evaluate each partnership holistically, recognizing that different partners may be responsible for distinct components of a deployment, the framework assesses whether partners prioritize safety at every level, from leadership decisions to engineering processes. It is built around four complementary pillars covering organization, technology, operations, and rider experience, drawing on a Safety Management System (SMS) approach adapted by the Automated Vehicle Safety Consortium (AVSC) from safety-critical industries like aviation and rail. As the AV landscape evolves, this framework will serve as the foundation for how we assess partner safety and confidently deliver AV rides.

Lyft Urban Solutions Access Programs

In 2025, Lyft's bikeshare equity programs reached record scale across six cities, connecting low-income riders with affordable, reliable transportation. Our income-eligible membership programs — including Bikeshare for All (San Francisco), Biketown for All (Portland), Bluebikes (Boston), CaBi for All (Washington, D.C.), Reduced Fare Bike Share (New York City), and Divvy for Everyone (Chicago) — collectively served tens of thousands of members, with New York's program achieving its sixth consecutive record-breaking year and San Francisco's program growing 15% year-over-year. Across all markets, members demonstrated a strong and growing preference for ebikes, reflecting the programs' success in making lower-emission transportation not just accessible but the practical choice for riders navigating longer commutes and gaps in traditional transit infrastructure. Beyond membership, our Community Organizer teams across markets supported hundreds of community events, group rides, and outreach activations, deepening our roots in the historically underserved neighborhoods these programs are designed to serve.

Bike Path: Workforce Development Through Citi Bike

Bike Path is a workforce development partnership between Citi Bike and Bike New York that trains recently incarcerated individuals to become certified professional bike mechanics, with graduates hired through Motivate, Lyft's operations subcontractor, to help maintain Citi Bike's fleet of over 35,000 bikes. The program embeds community benefit directly into Lyft's operations — creating economic mobility for individuals re-entering the workforce while ensuring a well-maintained fleet for millions of riders. In 2025, 58 individuals graduated from the program with a 98% job placement rate.

Looking ahead: 2026 initiatives

Lyft Teen

We believe that connecting to your friends, family, and community shouldn't stop when you're too young to drive. Lyft Teen gives riders ages 13–17 the ability to request rides while parents maintain full visibility through the Lyft app — including live ride tracking, driver details, and real-time notifications.

Every ride is matched with drivers who meet our highest platform standards, and includes PIN verification, Smart Trip Check-In, real-time ride updates, and default audio recording. For families navigating the economics and logistics of teen transportation, Lyft Teen is a reliable alternative to a second car. Lyft Teen is offered in select regions throughout the United States, and will continue to expand in 2026.

Building the Future of AVs in Nashville — With the Drivers Who Know Transportation Best

In Fall 2026, Flexdrive, an independently managed subsidiary of Lyft, will open an 80,000-square-foot depot in Nashville purpose-built to service, charge, and maintain Waymo's autonomous vehicles at scale. The facility reflects Lyft's belief that the future of mobility should be built by the people who know the industry from the inside out. In 2026 alone, we're standing up more than 70 new full-time positions in the Nashville area — technicians, operations managers, fleet coordinators, and maintenance specialists — and half of the initial hires were current or former Lyft drivers. That crossover isn't a coincidence: Drivers bring hard-won expertise in scheduling, peak hours, vehicle upkeep, and people skills that you simply can't train from scratch.

The Nashville depot is our proof point for what excellent AV fleet management looks like at scale, and a model for how human drivers and autonomous vehicles can grow together.

Workplace & Team Members

Pay Equity

Lyft has conducted an annual third-party pay equity analysis among U.S. Lyft team members every year since 2018, covering annual salary, equity awards, and total compensation at hire. Our ninth annual analysis, completed in January 2026, found no pattern of statistically significant pay differences between gender or racial groups in the same band, level, and job family that could not be explained by legitimate business factors such as performance, experience, or location.

People Development

Lyft provides team members with a full suite of year-round development resources, including:

- **Individual Development Plans (IDPs)** and development conversation guides to help employees map and navigate their career paths.
- **Feedback Hub,** a year-round guide to giving and receiving feedback, integrated with our internal peer feedback surveys and quarterly development conversations that support team member goal setting and reflection.
- **Learning tools** including Udemy for Business, Grow with Google certifications, a "Show Your Work" AI learning series, a formal mentorship program, and Modern Health coaching.
- **Manager development** – Lyft's Manager Expectations guidelines, aligned to the company's four core values – customer obsession, excellence, accountability, and belonging – serving as a north star for how managers lead their teams. These are supported by a suite of development programs spanning onboarding, cohort-based skills training, peer learning, and an annual all-manager summit.

lyft

Recognition

★ Forbes 2025 Best Mid-Cap Companies

★ Disability:IN 2025 Best Place to Work for Disability Inclusion

★ TIME World's Best Brands of 2025

★ Fast Company's Most Innovative Companies in Travel & Hospitality

★ Human Rights Campaign Foundation 2025 Equality 100 Award — Leader in LGBTQ+ Workplace Inclusion

★ San Francisco Business Times 2025 Corporate Pride Winner

Governance

Governance

Board Oversight

Lyft's board assesses and evaluates our sustainability strategy and its integration into long-term business strategy. The Nominating and Corporate Governance Committee holds primary oversight of sustainability matters; the Compensation Committee oversees sustainability matters relating to human capital management; and the Audit Committee oversees sustainability matters relating to disclosures, compliance, and risk management relating to financial matters.

Ethical Business Practices

Lyft's Code of Business Conduct and Ethics governs all team member conduct, covering conflicts of interest, anti-corruption, data privacy, fair competition, and other topics that promote and ensure ethical business practices. In 2025, 99.3% of eligible team members completed Lyft's annual code of conduct and ethics training. Lyft maintains anonymous reporting channels for concerns and a robust investigation process for potential misconduct. Our unwavering goal: to maintain a culture of ethical decision-making across every aspect of our business and at all levels of the organization.

Information Security & Privacy

Lyft's cybersecurity program is aligned with the NIST Cybersecurity Framework across six workstreams:

- **Identify:** Assess Lyft's risk profile by identifying potential vulnerabilities.
- **Protect:** Develop and implement appropriate safeguards to ensure the delivery of Lyft services.
- **Detect:** Monitor activities to identify potential cybersecurity events.
- **Respond:** Take action to contain and resolve potential cybersecurity incidents.
- **Recover:** Maintain, restore, and test for resilient capabilities or services that were impaired due to a cybersecurity incident.
- **Govern:** Establish and maintain a cybersecurity governance process to guide Lyft's security program.

Lyft's Privacy Policy governs the collection, use, and sharing of personal information across all platform users and services, with the goal of providing transparency and meaningful user control over personal data. The policy explains how users may exercise their rights including data access, deletion, and advertising choices.

AI Governance

At Lyft, we are committed to leveraging artificial intelligence (AI) responsibly and effectively to improve efficiency and drive improvements that help us fulfill our mission to serve and connect. Lyft has established the AI Governance Leadership Council to oversee the responsible development and deployment of AI across Lyft's products, services, and operations. The Council is made up of a diverse group of senior leaders representing key functional areas, as well as subject matter experts from across Lyft.

The AI Governance Leadership Council's oversight is supported through two key workstreams:

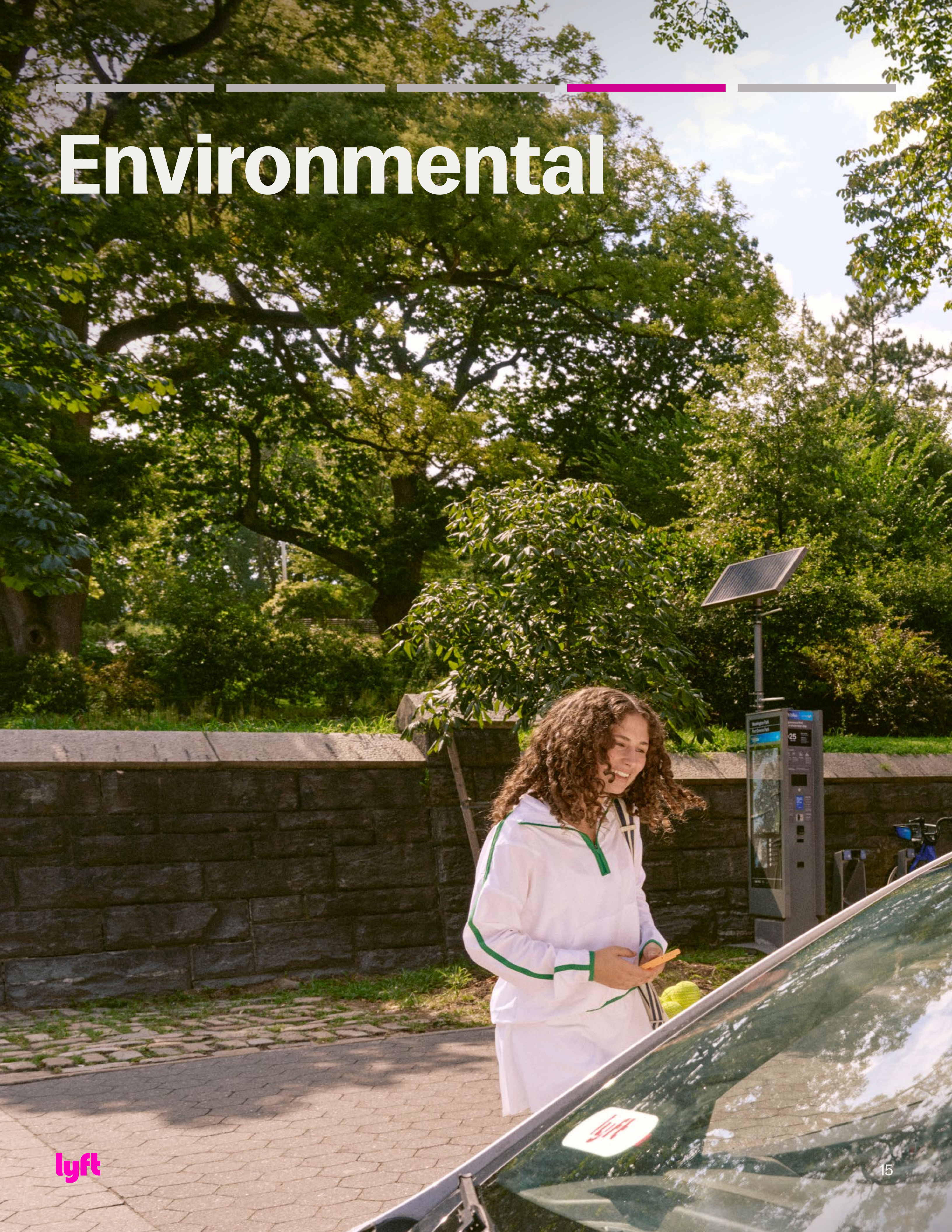
1. **Policies and Principles:** Monitors regulatory developments in AI and develops the ethical guidelines and operational principles that govern the development and deployment of AI at Lyft.
2. **Compliance:** Oversees Lyft's compliance with laws and regulations regarding our AI practices, including the inventory of AI use cases and risk assessments.

Our sustainability team is a member of the Policies and Principles workstream and will continue to monitor and consider the sustainability implications of AI use at Lyft as it evolves.

Political Activities

Lyft participates in the political and legislative process by supporting candidates and eligible organizations that have a positive impact on drivers, riders, team members, and the communities in which we operate. We are committed to complying with all laws, rules, disclosure requirements, and campaign finance regulations applicable to our political activity and engagement with public officials. Lyft's Political Activities Policy requires compliance with laws and aligns Lyft's political activity with its mission. The board's Nominating and Corporate Governance Committee holds primary oversight of political contribution and lobbying activities.

Environmental



Environmental

More than 99% of Lyft's total carbon footprint comes from Scope 3 emissions, primarily from rides taken on our platform. Our strategy: increase electrification of the platform, grow micromobility, and reduce our operational footprint.

Decarbonization & SBTi Progress

Lyft has committed to reduce absolute Scope 1 and 2 GHG emissions 56.5% by 2030 (2018 base year) and absolute Scope 3 emissions 85% per million USD of gross profit in the same timeframe. Notably, our Scope 2 emissions have decreased by 35% against our 2018 baseline, with an 8.18% decrease between 2024 to 2025. Additionally, in 2024 we achieved our Scope 3 intensity target six years ahead of schedule, measuring an 86.8% reduction from the base year.

Rideshare Electrification

112.5M

Cumulative EV rides through EOY 2025, exceeding our 100M target

45.7M

EV rides in 2025, +22% year over year

64%

Of Lyft riders took a hybrid or EV ride in 2025

In 2025, Lyft expanded 'Green' mode — which matches riders exclusively with EVs or hybrids — to 33 new regions. We also launched Tesla screens navigation, allowing Tesla drivers to view navigation directions directly on their vehicle touchscreens, and a Tesla partnership offering eligible drivers up to $2,000 off new Tesla vehicles through September 2025. Charging partnerships with EVgo, Electrify America, and EVCS provided discounted fast charging at 16% of U.S. public fast chargers, with drivers earning 1–12% cash back on public charging via the Lyft Direct debit card.

EV Regulation

Lyft continues to actively engage with policymakers and regulators across markets to comply with rideshare industry electrification targets in various jurisdictions. We also continue to opine on proposed electrification targets and initiatives, working to set targets that are beneficial to the environment and achievable for transportation network companies (TNCs).

Autonomous Vehicles: Lyft & May Mobility

In September 2025, Lyft and May Mobility launched Lyft's first joint AV deployment in Midtown Atlanta. Riders can now match with May Mobility's hybrid-electric Toyota Sienna autonomous vehicles, supported by standby operators during initial rides. The vehicles run on May Mobility's reasoning-based autonomy system. Lyft's hybrid network model — combining human drivers and AVs — is designed to dynamically match supply to demand and ensure reliability for riders across all ride conditions.

Micromobility / Lyft Urban Solutions

125M+
Miles traveled on LUS systems in 2025

+13%
Growth in ebike rides vs. 2024

Through Lyft Urban Solutions, Lyft operates one of the largest shared micromobility networks in North America, including Citi Bike — the largest docked bikeshare system outside of East Asia. In 2025, we enabled 18 major bikeshare system expansions. Lyft continued deploying in-dock charging stations across Chicago, New York City, and San Francisco, reducing operational vehicle miles traveled (VMT) from battery swap runs. In order to promote circularity, depleted batteries are recycled through Redwood Materials, recovering 95% of key battery elements.

From new system launches and fleet expansions to record ridership and next-generation technology, 2025 demonstrated bikeshare's growing role as a reliable, essential part of daily urban transportation. In total, more than 15,000 additional bikes were deployed worldwide in 2025, 65% of them electric, accompanied by over 1,300 new stations. The growing share of ebikes underscores rider preference for electric micromobility and signals cities' commitment to building the infrastructure needed to support it.

Operations Footprint

Lyft leases or licenses all offices, warehouses, and co-working spaces, including facilities' emissions in environmental reporting. We collaborate with landlords on increasing energy efficiency as well as the procurement of renewable energy certificates (RECs).

Appendix

Appendix: GHG Emissions

For reference, Lyft's 2025 total GHG emissions were 2,997,220 metric tons CO2e (market-based), with Scope 3 representing 99.8% of the total.

Category	2024 Location-based (Metric tons CO2e)	2024 Market-based (Metric tons CO2e)	2025 Location-based (Metric tons CO2e)	2025 Market-based (Metric tons CO2e)
Scope 1 Emissions	2,451	2,451	2,493	2,493
Scope 2 Emissions	2,689	1,870	1,922	731
Scope 3 Emissions	2,350,477	2,350,477	2,955,362	2,955,362
Purchased Goods and Services	147,917	147,917	375,053	375,053
Fuel- and Energy-related Activities	1,232	1,232	759	759
Upstream Transportation and Distribution	1,327	1,327	1,259	1,259
Waste Generated in Operations	117	117	44	44
Business Travel	1,689	1,689	3,154	3,154
Employee Commuting	1,018	1,018	503	503
Upstream Leased Assets (Co-working)	7	7	21	21
Use of Sold Products (Rides)	2,196,775	2,196,775	2,569,691	2,569,691
End of Life Treatment of Sold Products	372	372	4,879	4,879
Downstream Leased Assets	24	24	-	-
Total GHG Emissions	**2,355,617**	**2,354,798**	**2,959,778**	**2,958,587**

2024 GHG footprint verified by Cameron-Cole with limited assurance. 2025 verification in process at the time of publishing. Scope 3 represents >99% of total emissions, primarily from rides on the Lyft platform. Due to regulatory requirements, 2025 emissions include Lyft subsidiaries Freenow and TBR for the portion of the year that they were under the Lyft parent company.

Forward-Looking Statements. Various statements in this report, including estimates, projections, objectives, and expected results, are "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, and Section 21E of the Securities Exchange Act of 1934 and are generally identified by the words "believe," "expect," "anticipate," "intend," "opportunity," "plan," "project," "will," "should," "could," "would," "likely," and similar expressions, and include statements about our strategies, markets, business, and opportunities. Forward-looking statements are based on current assumptions that are subject to risks and uncertainties that may cause actual results to differ materially from the forward-looking statements, including the risks and uncertainties more fully described in our filings with the Securities and Exchange Commission, including our Annual Report on Form 10-K for the year ended December 31, 2025, and our other filings with the Securities and Exchange Commission. We undertake no obligation to update or revise publicly any forward-looking statements, except as required by applicable law.

Scope. Unless otherwise noted, covers Lyft's core rideshare business, January 1 – December 31, 2025, excluding Freenow and TBR except in the emissions appendix.