

## Equal Opportunity and Affirmative Action Program Policy Statement

Lyft, Inc. (Lyft), including all its subsidiaries, has implemented the following policies and procedures as part of its longstanding commitment to compliance with all applicable equal employment opportunity and affirmative action requirements.

### Equal Opportunity Policy

Lyft is committed to maintaining a work environment that is free from any and all forms of unlawful discrimination and harassment. It is therefore Lyft's policy to prohibit discrimination and harassment against any applicant, team member, vendor, contractor, customer, or client on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law or Lyft policy. It is also Lyft's policy to prohibit any and all forms of retaliation against any individual who has complained of harassment or discrimination or participated in a Company or agency investigation into such complaints.

### Affirmative Action Policy

Lyft is also a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended ("Section 4212") and Section 503 of the Rehabilitation Act of 1973, as amended ("Section 503"). As such, Lyft is committed to taking positive steps to implement the employment-related aspects of the company's equal opportunity policy. Accordingly, it is Lyft's policy to take affirmative action to hire, advance in employment, and otherwise treat qualified minorities, women, protected veterans, and individuals with disabilities without regard to their race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law or Lyft policy. Under this policy, Lyft also will provide reasonable accommodation to the known physical or mental limitations of an otherwise qualified team member or applicant for employment, unless the accommodation would impose undue hardship on the operation of the Company's business.

The Company's affirmative action policy also prohibits team members and applicants from being subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or any other activity related to the administration of Section 503, Section 4212, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; (3) opposing any act or practice made unlawful by Section 503 or Section 4212 and their implementing regulations, or any other Federal, state or local law requiring equal opportunity for disabled persons or covered veterans; or (4) exercising any other right protected by Section 503 or Section 4212 or their implementing regulations.

The non-confidential portions of the affirmative action program for individuals with disabilities and protected veterans shall be available for inspection upon request by any team member or applicant for employment by contacting the EEO Officer designated below via email (eecompliance@lyft.com).

### Application of Equal Opportunity and Affirmative Action Policies

These policies apply whenever and wherever a Lyft team member is performing a function of their job, including all Lyft locations, client worksites, virtual work environments, and company-sponsored or client-sponsored business and social functions. The Company's equal opportunity and affirmative action policies require that employment decisions be based only on valid job requirements, and extend to all terms, conditions, and privileges of employment including, but not limited to, recruitment, selection, compensation, benefits, training, promotion, and disciplinary actions.

### Workplace Harassment, Including Sexual Harassment

A key component of Lyft's commitment to equal opportunity is zero tolerance for workplace harassment based on, or because of, an individual's race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, pregnancy, veteran status, genetic information, citizenship status, or any other basis prohibited by law or Lyft policy. Such harassment, whether committed by team members or by clients, customers/users, vendors, or other individuals doing business with or for Lyft, will not be tolerated.

Prohibited harassment occurs when a manager, fellow team member, or clients, customers/users, vendors, or other individuals doing business with or for Lyft behaves or acts in such a way that creates a hostile work environment for another team member based on an individual's race, color, religion, creed, sex, sexual orientation, gender identity,

national origin, age, disability, pregnancy, veteran status, citizenship status, or other protected characteristic. Lyft management is responsible for ensuring compliance with all aspects of this equal employment opportunity policy and for developing implementation strategies that promote its intent.

As a condition of their employment, Lyft team members must contribute to a harassment- and discrimination-free workplace. In addition to not engaging in conduct that's harassing or discriminatory, any team member who suffers or observes harassment or any other violation of this policy should utilize one of the below channels to notify the Company of the violation(s) so that the Company may take steps to address such behavior. Additionally, all managers and certain other team members have an obligation to report observed or bystander harassment and discrimination. Lyft will promptly and thoroughly investigate the alleged misconduct and, if a violation of this policy is found, will take immediate and appropriate corrective action up to and including termination. Please refer to Lyft's Team Member Handbook for additional information on team member reporting obligations.

### Pay Transparency Policy Statement

Lyft will not discharge or in any other manner discriminate against team members or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another team member or applicant. However, team members who have access to the compensation information of other team members or applicants as a part of their essential job functions cannot disclose the pay of other team members or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

With regard to the above paragraph, the term "pay" means any payments made to, or on behalf of, a team member or offered to an applicant as remuneration for employment, including but not limited to salary, wages, overtime pay, shift differentials, bonuses, commissions, vacation and holiday pay, allowances, insurance and other benefits, equity and awards, profit sharing, and retirement. The term "compensation information" means the amount and type of compensation provided to team members or offered to applicants, including, but not limited to, the desire of the contractor to attract and retain a particular team member for the value the team member is perceived to add to the contractor's profit or productivity; the availability of team members with like skills in the marketplace; market research about the worth of similar jobs in the relevant marketplace; job analysis, descriptions, and evaluations; salary and pay structures; salary surveys; labor union agreements; and contractor decisions, statements and policies related to setting or altering team member compensation. A job function may be considered "essential" if: (i) The access to compensation information is necessary in order to perform that function or another routinely assigned business task; or (ii) The function or duties of the position include protecting and maintaining the privacy of team member personnel records, including compensation information.

### Policy Against Retaliation

Every team member is encouraged to come forward without fear of reprisal, as Lyft's handbook, internal policies and equal opportunity and affirmative action policies prohibit any and all forms of retaliation against anyone who in good faith complains that these policies are not being followed, or who otherwise participates in a company or agency investigation into such complaints, even if sufficient evidence is not found to substantiate the complaint. If you believe that you have been subjected to retaliation, your complaint should be directed to one of the individuals identified below.

After receiving a complaint involving a violation of the company's equal opportunity or affirmative action policy, the company will investigate and take corrective action, as appropriate. Complaints and investigations will be kept strictly confidential to the maximum extent possible. No one, regardless of position or length of service, is exempt from these policies.

### Responsibility for Implementation

Lyft's CEO, Logan Green, fully supports our affirmative action program and is committed to the implementation of the company's equal opportunity and affirmative action policies. He has delegated overall responsibility for these policies to Lyft's Corporate Inclusion and Diversity (I&D) office. Its designated EEO Officer (ER Manager EEO/AA) is responsible for ensuring the implementation of affirmative action program activities, continually monitors progress and takes steps to ensure success and is assisted by the EEO Lead assigned to each location. Complaints should first be directed to a manager, People Business Partner, Employee Relations Manager ([employeerelations@lyft.com](mailto:employeerelations@lyft.com)), the designated EEO Officer ([eeocompliance@lyft.com](mailto:eeocompliance@lyft.com)), Employment Legal Team ([peoplecounseling@lyft.com](mailto:peoplecounseling@lyft.com)), Ethics and Compliance Team ([complianceandethics@lyft.com](mailto:complianceandethics@lyft.com)) or you may also contact Lyft's [Compliance & Ethics Hotline](#).