

Registered number: 8014782

Uber London Limited
Directors' report and financial statements

31 December 2019

FRIDAY



A9X6XLW1

A05

29/01/2021

#187

COMPANIES HOUSE

Company Information	1
Strategic Report	2
Directors' Report	7
Statement of Directors' Responsibilities	8
Independent Auditors' Report	9
Statement of Comprehensive Income	11
Balance Sheet	12
Statement of Changes in Equity	13
Notes to the Financial Statements	14

COMPANY INFORMATION

DIRECTORS

F G A Jones
L C Powers-Freeling
R G Parry
S M Hooper
J M Heywood (appointed 24 April 2019)
M Prakash (appointed 7 April 2020)

REGISTERED NUMBER

8014782

REGISTERED OFFICE

Aldgate Tower - First Floor
2 Leman Street
London
E1 8FA

INDEPENDENT AUDITORS

PricewaterhouseCoopers LLP
1 Embankment Place
London
WC2N 6RH

STRATEGIC REPORT

for the year ended 31 December 2019

The directors present their Strategic Report for the year ended 31 December 2019.

PRINCIPAL ACTIVITIES

The Company's principal activity is to provide local marketing and support to the Uber Group. The key financial and other performance indicators during the year were as follows:

	2019	2018
	£'000	£'000
Turnover	82,525	68,431
Profit before taxation	6,235	5,866
Average monthly number of employees	249	269

Turnover increased by 21% from £68,431k to £82,525k.

Profit before taxation increased by 6% from £5,866k to £6,235k.

The total average monthly number of employees decreased from 269 to 249.

FINANCIAL RISK

The Company's principal financial liabilities comprise trade and other creditors. The main purpose of these financial liabilities is to finance the Company's operations. The Company's principal financial assets include trade and 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. The Company manages its credit risk by ensuring that it is exposed only to customers and financial institutions with good credit quality which is assessed based on an extensive credit rating scorecard.

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.

REGULATORY RISK

The Company undertakes regulatory compliance for the maintenance of licensed operations in order for the Uber app to be offered to riders and driver partners in the UK. Transport for London ("TfL") denied our application for a new license on November 25, 2019. We are continuing operations in London, while we have appealed this decision and expect a hearing in Westminster Magistrates Court in 2020. If we are not granted a new license, any inability to operate in London could adversely affect our business, financial condition and operating results.

STRATEGIC REPORT (continued)
for the year ended 31 December 2019

PUBLIC HEALTH RISK

On March 11, 2020, the World Health Organization declared the novel strain of coronavirus disease (“COVID-19”) as a Pandemic. The extent of COVID-19’s effect on the Company’s operational and financial performance will depend on future developments, including the duration, spread and intensity of the pandemic. The Board continues to monitor the situation and operational and management response.

STAKEHOLDER ENGAGEMENT, s. 172 STATEMENT

The Board has in the performance of its duties during the year, acted in a manner which its members in good faith considered most likely to promote the success of the Company for the benefit of its shareholders and stakeholders.

The Board has taken steps during 2019 to ensure that the Company’s stakeholders are appropriately engaged and that where necessary, the impact on and feedback from stakeholders is taken into account in the deliberations of the board. The Company’s share capital and shareholders remained unchanged during the year 2019. The Company’s shares are held by a single shareholder and the Company continues to maintain a one-share one-vote policy. Information on the other key stakeholders and corresponding engagement activities undertaken, are set out below.

Workforce

Uber’s mission is to ignite opportunity by setting the world in motion and we see direct parallels between how we ignite opportunity through our Company and how we ignite it within our Company. As we continue to grow, we remain acutely thoughtful about how we bring people in, engage them and lift them up.

Management shares information with employees through internal publications and regular all-hands meetings. The Company undertakes annual engagement surveys of all employees and in 2019 the feedback from our engagement surveys were reported to management and leveraged to inform managerial decision making on matters such as ways of working and workplace environment.

The Company also maintains 12 Employee Resource Groups with specific missions which they address through policy initiatives and proposals within the Company and across the group. These ERG’s currently comprise more than a third of Uber’s global employee population.

The Company upholds Uber’s group wide commitment to diversity and inclusion and commits to play its part in achieving Uber’s goal to be the most diverse, equitable, and inclusive workplace on the planet. The Company also maintains an employee resource group for caregivers and employees living with disabilities which continues to raise awareness of existing counseling services and other established benefits for employees, in partnership with HR. These include the employee assistance program, bereavement counseling, and local health coverage policies. It sponsors wellness rooms for employees for meditation, yoga, and well-being, and it engages with local experts and groups within the disability community—from skills-based volunteering to enlisting accessibility advisers—in order to help raise positive awareness internally and innovate on accessible solutions.

Business relations

Uber has continued to transform the way that modern cities move by connecting drivers with passengers. In London, more than 45,000 private hire drivers regularly use the Uber app to make money, with the average London driver earning approximately £11 an hour after costs on the app. A recent Oxford University study found that the vast majority (94%) choose to partner with Uber because they value the freedom and flexibility it brings. UberENGAGE, our driver advisory groups, gives drivers a voice in the business and a way for them to share feedback with us.

STRATEGIC REPORT (continued)
for the year ended 31 December 2019

STAKEHOLDER ENGAGEMENT, s. 172 STATEMENT (continued)

Business relations (continued)

In 2019, the Company launched Uber Pro across the UK, a loyalty programme for driver partners that acknowledges them, and helps them to build towards their future. With Uber Pro, driver partners or their loved ones, have the opportunity to study for an undergraduate degree with the Open University.

In 2019, the Company has launched the Favourite Driver feature to enable driver partners to grow their business by capitalising on the great service they provide to their riders.

All driver partners continue to be eligible for AXA insurance accident and injury protection, medical expenses cover and a safety net for sickness, maternity/paternity and jury service payments – completely free of charge.

Additionally, the Company's relations with other Uber group companies has been core to facilitating its engagement with driver partners, the riders using the app, and the communities and city we serve. The Company maintains strong governance and process arrangements with Uber Technologies Inc. and other Uber group companies in order to provide the best possible service across the London metropolitan area. The Company maintains a compliance protocol which determines specific escalation policies for the alignment, evaluation and reporting of updates to the software stack and the maintenance of safety standards.

The Company also leverages the services of a Center of Excellence which provides process centralization and community support to the Uber business in the UK, ensuring that driver partners can count on 24/7 support and emergency assistance, and that every rider has a support team if they need them. The center is staffed by 300 specially trained agents dedicated to improving the safety of driver partners and riders.

User, driver partners and community safety

There is nothing more important than the safety of the customers and the cities we serve. Over the past two years, we've launched a range of new safety features in the app, introduced better protections, and strengthened our systems and processes. The Uber app includes a dedicated Safety Toolkit meaning that riders and driver partners can easily access important features to keep them safe and prevent incidents. For riders, it is possible to designate up to five friends and family members to be prompted to follow your journey with live trip details. It is now possible to connect directly with emergency services through the app and share real-time location and vehicle information.

In addition to rider and driver mobile numbers, rider's specific pick-up and drop-off addresses are now concealed. Check Your Ride alerts help make sure riders are getting into the correct licensed vehicle and cycle lane alerts notify riders to check for cyclists before opening the door near a cycle path.

Similarly, our Safety commitment applies for the benefit of driver partners for whom we also offer an in-app safety centre. This is a one-stop shop for safety resources including tips, insurance protections and our Community Guidelines. The Community Guidelines are shared by millions of riders and driver partners globally, holding each other accountable to do the right thing. Specially trained support teams can be reached day or night with any questions or safety concerns.

We're also partnering with organisations to assist with society's broader safety challenges like modern slavery, the safeguarding of children and vulnerable adults. Uber is also a proud signatory of the Women's Night Safety Charter, working with 'UK SAYS NO MORE' a national campaign to raise awareness to end domestic abuse and sexual violence across the UK.

STRATEGIC REPORT (continued)
for the year ended 31 December 2019

STAKEHOLDER ENGAGEMENT, s. 172 STATEMENT (continued)

The environment

With over 3.5 million regular users of the app in London the Company continues to take its responsibility as a community and transport partner seriously. Air pollution is a major issue affecting the capital. We share the Mayor's vision for a cleaner, greener and more prosperous London, and we are determined to play our part in making the city a healthier place for people to live and work.

The Company maintains a Clean Air Plan that is helping to tackle air pollution, with a bold ambition for every car on the app in London to be fully electric in the year 2025. We've already raised £50m, all of which goes to helping licensed drivers upgrade to a fully electric vehicle. Public transport information is now also available in the Uber app showing real-time bus and tube information, helping our riders make the best choice based on price and time.

Engaging regulators and law enforcement

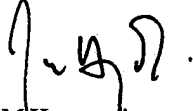
The Company takes its engagement with transport regulators seriously. As highlighted, Regulatory Risk is considered one of the major focus areas for the board. The Company provides frequent, transparent reporting and meets regularly with Transport for London ('TfL') to discuss operations. TfL denied our application for a new license on November 25, 2019. Driver partners who use Uber in London are licensed by TfL and as part of the licensing process undertake the same enhanced background checks as black cab drivers. We are continuing operations in London, while we have appealed this decision and expect a hearing in Westminster Magistrates Court in 2020. We are taking steps to address issues identified by TfL (such as information technology service management processes) and also plan to roll out additional systems to strengthen identity confirmation of driver partners, which may include a facial matching process, which we believe are the most robust in the industry.

Uber is also committed to engaging constructively with law enforcement in securing the safety of communities where we operate and Uber has a specialised team dedicated to working with law enforcement agencies around the world. The Law Enforcement Response Team ('LERT') reviews and responds to each law enforcement request Uber receives. The LERT team has processes in place to assist law enforcement on a 24/7 basis, including emergency requests, through our law enforcement portal. In addition to ongoing law enforcement cooperation, Uber has worked with the Home Office during 2019 in order to help tackle County Lines drugs and human trafficking.

Business conduct

The Company also commits itself to the highest standards of business conduct and compliance. As part of the Uber group, the Company maintains adherence to the Uber Business Conduct Guide and there is a strict policy on conflicts of interest. Uber also maintains an Anti-Bribery and Anti-Corruption Policy which complies with global legislation including the UK Bribery Act. The Board recognises that compliance is not simply about maintaining the correct codes and policies but is an aspect of corporate culture. In 2019, the Board commissioned a third party review of compliance culture the findings from which will be taken forward and adopted into actions to be addressed in the Board's work during the forthcoming year.

On behalf of the Board



J M Heywood
Director
24 July 2020

DIRECTORS' REPORT

for the year ended 31 December 2019

The directors of Uber London Limited ("the Company") present the annual report containing the Strategic Report, the Directors' Report, and the financial statements for the year ended 31 December 2019.

DIRECTORS

The directors who served during the year and to the date of signing were:

F G A Jones
L C Powers-Freeling
R G Parry
S M Hooper
J M Heywood (appointed 24 April 2019)
M Prakash (appointed 7 April 2020)

No directors held any interest in the share capital of the Company during the year.

RESULTS AND DIVIDENDS

The profit for the year, after taxation, amounted to £6,367k (2018: £5,115k). The directors do not recommend a final dividend (2018: £nil).

EMPLOYEES AND THIRD PARTIES

The directors confirm the Company's continued commitment to the fair and equitable treatment of all employees irrespective of gender, race, age, religion, disability or sexual orientation. The goal of the Uber Group is to become the most diverse, equitable, and inclusive workplace on the planet. Therefore, the Company actively seeks to eliminate all forms of bias and to recruit on the basis of aptitude and suitability for the role. We encourage applications, recruitment, training, career development and promotion of those with disabilities and, where employees become disabled during their employment, the Company seeks retention and if appropriate, retraining to promote continuation of service.

Some of the measures taken to engage employees including on matters of disability are described in the Strategic Report.

Throughout the year the directors have continued to have regard to the fair, equitable and arms length treatment of all suppliers and third parties. The Company settles its creditors with a standard term of net 45 days. Further details on the Company's policies in this regard are described in the Strategic Report.

CHARITABLE AND POLITICAL DONATIONS

During 2019 the Company undertook charitable donations in support of UK Community Foundations. An "Uber Moving Forward Fund" for grassroots charities has been established which focuses on creating economic opportunities or improving safety in cities. The Company awarded £118,000 to the charity, broken down across four regions of the UK: Scotland, London (East End), North West (Lancashire and Merseyside), and the Midlands (Heart of England) as set out below.

During the year the Company also contributed £5,995 to Ronald McDonald House Charities UK, £5,000 to Impact Initiatives, £5,000 to Audioactive, and £2,500 to PrimarySpace.

The Company has not undertaken any political donations during the financial year 2019 for which a disclosure would be required.

DIRECTORS' REPORT (continued)
for the year ended 31 December 2019

FUTURE DEVELOPMENTS

The directors plan to maintain the policies and processes that support the principal activity of the Company.

As explained in Note 1 Going concern and Note 18 Subsequent events in the financial statements, the COVID-19 outbreak and resulting measures taken by the governments to contain the virus have affected the Company's operations. Our priorities have been to ensure the health and safety of our employees (we have taken a number of measures like social distancing and working from home) and supporting the Uber Group initiatives through this difficult time. The extent of COVID-19's effect on the Company's operational and financial performance will depend on future developments, including the duration, spread and intensity of the pandemic.

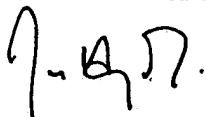
DISCLOSURE OF INFORMATION TO AUDITORS

The directors who held office at the date of approval of this annual report confirm that so far as they are aware, there is no relevant audit information of which the Company's auditors are unaware, and each director has taken all steps that ought to have been taken as director to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

INDEPENDENT AUDITORS

The auditors, PricewaterhouseCoopers LLP, will be proposed for reappointment in accordance with section 485 of the Companies Act 2006.

On behalf of the Board



J M Heywood

Director

24 July 2020

STATEMENT OF DIRECTORS' RESPONSIBILITIES

for the year ended 31 December 2019

The directors are responsible for preparing the Directors' Report, Strategic Report and the Financial Statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Company and of the profit or loss of the Company for that period. In preparing the financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards, comprising FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgments and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the 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 show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

Independent auditors' report to the members of Uber London Limited

Report on the audit of the financial statements

Opinion

In our opinion, Uber London Limited's financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2019 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Directors' report and financial statements (the "Annual Report"), which comprise: the balance sheet as at 31 December 2019; the statement of comprehensive income, the statement of changes in equity for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) 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 the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which ISAs (UK) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

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 Strategic Report and Directors' Report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

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

Strategic Report and Directors' Report

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic Report and Directors' Report for the year ended 31 December 2019 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the 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 Strategic Report and Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities set out on page 8, 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 (UK) 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.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. 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 Chapter 3 of Part 16 of the Companies Act 2006 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 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the company, or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of directors' remuneration specified by law are not made; or
- the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Emily Greybrook (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
London
24 July 2020

STATEMENT OF COMPREHENSIVE INCOME
for the year ended 31 December 2019

	<i>Notes</i>	<i>2019</i> <i>£'000</i>	<i>2018</i> <i>£'000</i>
TURNOVER	3	82,525	68,431
Administrative expenses		<u>(76,203)</u>	<u>(62,554)</u>
OPERATING PROFIT	4	6,322	5,877
Interest payable and similar expenses	6	<u>(87)</u>	<u>(11)</u>
PROFIT BEFORE TAXATION		6,235	5,866
Tax on profit	7	<u>132</u>	<u>(751)</u>
PROFIT FOR THE FINANCIAL YEAR AND TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u><u>6,367</u></u>	<u><u>5,115</u></u>

The notes on pages 14 to 25 form part of these financial statements.

Uber London Limited

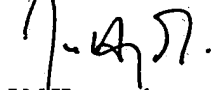
BALANCE SHEET

as at 31 December 2019

	Notes	2019 £'000	2018 £'000
FIXED ASSETS			
Tangible assets	8	1,922	3,060
CURRENT ASSETS			
Debtors	9	27,941	10,652
Cash at bank and in hand		6,695	13,017
		34,636	23,669
CREDITORS: amounts falling due within one year	10(a)	(8,050)	(8,904)
NET CURRENT ASSETS		26,586	14,765
TOTAL ASSETS LESS CURRENT LIABILITIES		28,508	17,825
CREDITORS: amounts falling due after more than one year	10(b)	(1,172)	(804)
PROVISIONS FOR LIABILITIES	12	(364)	(364)
NET ASSETS		26,972	16,657
CAPITAL AND RESERVES			
Called up share capital	15	-	-
Share based awards reserve		8,603	4,655
Retained earnings		18,369	12,002
TOTAL SHAREHOLDER'S FUNDS		26,972	16,657

The notes on pages 14 to 25 form part of these financial statements.

On behalf of the Board



J M Heywood

Director

24 July 2020

Registered Number: 8014782

STATEMENT OF CHANGES IN EQUITY
for the year ended 31 December 2019

	<i>Called up share capital £'000</i>	<i>Share based awards reserve £'000</i>	<i>Retained earnings £'000</i>	<i>Total shareholders 'funds £'000</i>
At 1 January 2018	-	1,472	6,887	8,359
Profit for the year	-	-	5,115	5,115
Share based awards	-	3,183	-	3,183
At 31 December 2018 and at 1 January 2019	-	4,655	12,002	16,657
Profit for the year	-	-	6,367	6,367
Share based awards	-	3,948	-	3,948
At 31 December 2019	-	8,603	18,369	26,972

The notes on pages 14 to 25 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

1. ACCOUNTING POLICIES

Statement of compliance

Uber London Limited (the "Company") is a limited liability company incorporated in England and Wales. The registered office of the Company is Aldgate Tower – First Floor, 2 Leman Street, London, England E1 8FA.

The Company's financial statements have been prepared in compliance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ("FRS 102"), and with the Companies Act 2006.

Basis of preparation

The financial statements have been prepared in accordance with applicable accounting standards and under the historical cost convention. The financial statements are presented in pounds sterling, which is the functional currency of the Company, and are rounded to the nearest thousand pounds (£'000) except otherwise indicated.

The Company has taken advantage of the following disclosure exemptions in FRS 102:

- the requirements of Section 4 *Statement of Financial Position* paragraph 4.12(a)(iv);
- the requirements of Section 7 *Statement of Cash Flows*;
- the requirements of Section 3 *Financial Statement Presentation* paragraph 3.17(d);
- the requirements of Section 33 *Related Party Disclosures* paragraph 33.7.

The exemptions stated above are included in the consolidated financial statements of Uber NL Holdings 1 B.V. as at 31 December 2019 and these financial statements are publicly available and may be obtained from the Dutch Commercial Registry on www.kvk.nl.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgement in applying the Company's accounting policies (see note 2).

Going concern

The Company continues to be supported by Uber B.V. As at 31 December 2019, the Company's operations generated a profit after tax and an increase in net current assets and are expected to continue to do so. On this basis, the directors have a reasonable expectation that the Company has adequate resources to continue as an operational business for the foreseeable future. The financial statements have therefore been prepared on a going concern basis.

In 2020, the Company is confronted with the consequences of novel strain of coronavirus disease ("COVID-19") as a pandemic. Although the consequences of the COVID-19 are uncertain in the long term, the Company does not expect any material adverse effect on its financial condition or liquidity.

Turnover

Turnover comprises revenue recognised by the Company in respect of services provided to other Group companies during the year, net of Value Added Tax, when the service has been provided.

Tangible fixed assets

All tangible assets are initially recorded at cost. Costs comprise the purchase price and any direct costs incurred in bringing the asset to its location and condition for its intended use.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

1. ACCOUNTING POLICIES (continued)

Depreciation

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight-line method as follows:

Leasehold improvements	-	over the remaining lease term
Fixtures & fittings	-	5 years

The assets' residual values, useful lives and depreciation methods are reviewed annually and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Change in accounting treatment for Laptops and Desktops for Office Use from capitalisation to expense

For all financial years up to 31 December 2018, the Company capitalised computer equipment at cost and depreciated it over the estimated useful economic life of 3 years using the straight-line depreciation method.

From 1 January 2019, the Company has changed its accounting treatment for laptops and desktop for office use from capitalisation and depreciation over the estimated useful life to expensing as incurred through the profit or loss. The Company has conducted a materiality analysis which concludes that the change in accounting policy would not materially impact the financial statements.

Due to the immaterial nature of this change, management concludes that the prior period financial statements do not need to be restated.

Operating leases: Lessee

Rentals paid and lease incentives under operating leases are charged to the Statement of Comprehensive Income on a straight line basis over the lease term.

Debtors

Short term debtors are measured at transaction price, less any impairment.

Cash and cash equivalents

Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

Financial instruments

The Company only enters into basic financial instruments transactions that result in the recognition of financial assets and liabilities like trade and other accounts receivable & payable and loans to related parties.

Debt instruments (other than those wholly repayable or receivable within one year), including loans and other accounts receivable and payable, are initially measured at present value of the future cash flows and subsequently at amortised cost using the effective interest method. Debt instruments that are payable or receivable within one year, typically trade payables or receivables, are measured, initially and subsequently, at the undiscounted amount of the cash or other consideration, expected to be paid or received.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

1. ACCOUNTING POLICIES (continued)

Financial instruments (continued)

However if the arrangements of a short-term instrument constitute a financing transaction, like the payment of a trade debt deferred beyond normal business terms or financed at a rate of interest that is not a market rate or in case of an out-right short-term loan not at market rate, the financial asset or liability is measured, initially, at the present value of the future cash flow discounted at a market rate of interest for a similar debt instrument and subsequently at amortised cost.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the balance sheet date.

Financial assets and liabilities are offset and the net amount reported in the Balance Sheet when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rate ruling on the date of the transaction. Exchange gains and losses are recognised in the Statement of Comprehensive Income.

Interest payables and similar expenses

Interest payables and similar expenses are charged to the Statement of Comprehensive Income over the term of the debt using the effective interest method so that the amount charged is at a constant rate on the carrying amount. Issue costs are initially recognised as a reduction in the proceeds of the associated capital instrument.

Share based awards

Share based compensation benefits are issued to employees via the Ultimate Parent Entity'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 a 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.

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

1. ACCOUNTING POLICIES (continued)

Share based awards (continued)

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 entity 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 profit or loss, with a corresponding adjustment to equity.

Provisions for liabilities

Provisions are made where an event has taken place that gives the Company a legal or constructive obligation that probably requires settlement by a transfer of economic benefit, and a reliable estimate can be made of the amount of the obligation.

Provisions are charged as an expense to the Statement of Comprehensive Income in the year that the Company becomes aware of the obligation, and are measured at the best estimate at the balance sheet date of the expenditure required to settle the obligation, taking into account relevant risks and uncertainties.

Taxation

The tax expense for the year comprises current and deferred tax.

Current tax

Current tax is the amount of income tax payable with respect to the taxable profit for the year or prior years. Tax is calculated on the basis of tax rates and laws that have been enacted or substantively enacted by the end of the year.

Deferred tax

Deferred tax arises from timing differences that 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 periods different from those in which they are recognised in financial statements. Deferred tax is recognised on all timing differences at the reporting date with the exception that deferred tax assets are recognised only to the extent that the directors consider that it is probable that they will be recovered against the reversal of deferred tax liabilities or future taxable profits.

Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted at the reporting date and that are expected to apply to the reversal of the timing difference.

2. JUDGEMENTS IN APPLYING ACCOUNTING POLICIES

The preparation of financial statements in compliance with FRS 102 requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses and disclosures related to contingent liabilities during the year. However, the nature of estimation means that actual outcomes could differ from those estimates.

The Company has no material items that are based on estimations with corresponding uncertainties.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

3. TURNOVER

All turnover relates to the Company's principal activity and arises in the United Kingdom.

4. OPERATING PROFIT

	2019 £'000	2018 £'000
Wages and salaries	16,224	14,262
Social security costs	5,433	2,085
Share based awards (note 14)	3,948	3,183
Staff costs charged to profit or loss	25,605	19,530
Operating lease rentals	2,182	2,011
Depreciation of tangible fixed assets (note 8)	1,271	2,069
Auditors' remuneration - audit of the financial statements	31	31

5. EMPLOYEES AND DIRECTORS

The directors' services to this Company and to a number of fellow subsidiaries are of a non-executive nature and their emoluments are deemed to be wholly attributable to their services to the parent company. Accordingly, there are no emoluments in respect of the directors in their roles related to Uber London Limited (2018: £nil).

The average monthly number of employees in each function during the year was:

	2019 No.	2018 No.
Marketing	30	14
Support	219	255
	249	269

6. INTEREST PAYABLE AND SIMILAR EXPENSE

	2019 £'000	2018 £'000
Intercompany interest payable	87	11
	87	11

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

7. TAXATION

(a) Tax on profit on ordinary activities

	2019 £'000	2018 £'000
Current tax:		
UK corporation tax	-	1,323
Adjustments in respect of previous periods	(222)	-
Total current tax	<u>(222)</u>	<u>1,323</u>
Deferred tax:		
Origination and reversal of timing differences	207	(621)
Adjustment in respect of previous periods	(95)	(16)
Effect of change in tax rates	(22)	65
Total deferred tax	<u>90</u>	<u>(572)</u>
Tax on profit on ordinary activities	<u>(132)</u>	<u>751</u>

The charge for the year can be reconciled to the profit per the income statements as follows:

(b) Reconciliation of tax on profit on ordinary activities

	2019 £'000	2018 £'000
Profit before taxation	<u>6,235</u>	<u>5,866</u>
Profit on ordinary activities multiplied by standard rate of corporation tax in the UK of 19.00% (2018: 19.00%)	1,185	1,116
Effects of:		
Expenses not deductible	41	292
Income not taxable	(14)	(48)
Effects of group relief/ other reliefs	338	-
Adjustment from previous periods	(317)	(16)
Effect of change in tax rates	(22)	66
Temporary differences in respect of share based awards	(1,343)	(659)
Total tax charge/(credit) for the year	<u>(132)</u>	<u>751</u>

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

7. TAXATION (continued)

(c) Deferred tax

The deferred tax asset recognised in the financial statements is as follows:

	2019 £'000	2018 £'000
Short term timing differences	(155)	(707)
Fixed asset timing differences	(253)	(69)
Losses	(278)	-
	<u>(686)</u>	<u>(776)</u>
Comprising:		
Asset - receivable in one year	433	707
Asset - receivable in more than one year	253	69
	<u>686</u>	<u>776</u>
Deferred tax asset at beginning of year	776	204
Deferred tax charge to profit or loss	(185)	556
Adjustment in respect of prior years	95	16
Deferred tax asset at the end of year	<u>686</u>	<u>776</u>

(d) Factors that affect future tax charges

The Finance (No. 2) Act 2015, substantively enacted on 26 October 2015, reduced the main rate of corporation tax from 20% to 19% from 1 April 2017 and to 18% from 1 April 2020, whilst the Finance Act 2016, substantively enacted on 6 September 2016, included further reduction of the rate of 18% to 17% from 1 April 2020. This will reduce the company's future tax charges accordingly. The effects of these changes would also affect any deferred tax balances recognised at 31 December 2019.

In the Spring Budget 2020, the Government announced that from 1 April 2020 the corporation tax rate would remain at 19% (rather than reducing to 17%, as previously enacted). This new law was substantively enacted on 17 March 2020. As the proposal to keep the rate at 19% had not been substantively enacted at the balance sheet date, its effects are not included in these financial statements. However, it is likely that the overall effect of the change, had it been substantively enacted by the balance sheet date, would not be material.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

8. TANGIBLE ASSETS

	<i>Leasehold improvements</i> £'000	<i>Fixtures & fittings</i> £'000	<i>Computer equipment</i> £'000	<i>Total</i> £'000
<i>Cost</i>				
At 1 January 2019	2,231	1,418	2,367	6,016
Additions	1	-	132	133
Disposals	(58)	-	-	(58)
At 31 December 2019	<u>2,174</u>	<u>1,418</u>	<u>2,499</u>	<u>6,091</u>
<i>Accumulated depreciation</i>				
At 1 January 2019	583	753	1,620	2,956
Charge for the year	400	282	589	1,271
Disposals	(58)	-	-	(58)
At 31 December 2019	<u>925</u>	<u>1,035</u>	<u>2,209</u>	<u>4,169</u>
<i>Net book value</i>				
At 31 December 2018	<u>1,648</u>	<u>665</u>	<u>747</u>	<u>3,060</u>
At 31 December 2019	<u>1,249</u>	<u>383</u>	<u>290</u>	<u>1,922</u>

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

9. DEBTORS

	2019	2018
	£'000	£'000
Amounts owed by group undertakings	18,042	6,528
VAT recoverable	6,359	2,492
Prepayments and accrued income	1,328	662
Deferred taxation	686	776
Other debtors	1,526	194
	<u>27,941</u>	<u>10,652</u>

Amounts owed by group undertakings are unsecured, interest free and repayable on demand.

10. CREDITORS

	2019	2018
	£'000	£'000
<i>(a) amounts falling due within one year</i>		
Accrued bonus	1,812	1,387
Withholding tax share based awards	1,561	-
Accrued marketing	1,388	2,660
Trade creditors	1,271	1,867
Accrued general expense	679	606
Amounts owed to group undertakings	636	264
Deferred rent	216	182
Corporation tax payable	-	698
Other creditors	487	1,240
	<u>8,050</u>	<u>8,904</u>

	2019	2018
	£'000	£'000
<i>(b) amounts falling due after more than one year</i>		
Amounts owed to group undertakings	1,000	-
Deferred rent	172	804
	<u>1,172</u>	<u>804</u>

Amounts owed to group undertakings are unsecured, interest free and repayable on demand.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

11. FINANCIAL INSTRUMENTS

The Company has the following financial instruments:

	2019	2018
	£'000	£'000
<i>Financial assets measured at amortised cost:</i>		
Amounts owed by group undertakings	18,042	6,528
Cash at bank and in hand	6,695	13,017
Other debtors	784	194
	<u>25,521</u>	<u>19,739</u>
	2019	2018
	£'000	£'000
<i>Financial liabilities measured at amortised cost:</i>		
Accruals	3,879	4,652
Trade creditors	1,271	1,867
Amounts owed to group undertakings	636	264
	<u>5,786</u>	<u>6,783</u>

12. PROVISIONS FOR LIABILITIES

	<i>Dilapidation provision</i>
	£'000
At 31 December 2018 and 2019	<u>364</u>

The provision is expected to be utilised in 2025 when the lease terminates.

13. CONTINGENT LIABILITIES

Uber Technologies Inc. and its subsidiaries (together the "Uber Group") are involved in a dialog with HMRC, which is seeking to classify the Uber Group as a transportation provider in the UK. Being classified as a transportation provider would result in a VAT (20%) on Gross Bookings or on the service fee that the Company charges Drivers, both retroactively and prospectively. The Uber Group believes that the position of HMRC and the regulators in similar disputes and audits is without merit and is defending itself vigorously. The Uber Group which would bear any liability in relation to this claim (on behalf of Uber London Limited) has recorded a contingent liability. This is inherently subjective due to the complexity and uncertainty of these matters and the judicial processes in certain jurisdictions, therefore, the final outcome could be different from the contingent liability recorded. The Uber Group has exposure to numerous legal and regulatory risks, including, among others, the application, interpretation and enforcement of existing regulations related to the Uber Group's business model, as well as risks related to the development of new regulations, and claims and litigation related to the Company's classification of drivers as independent contractors.

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 December 2019

14. SHARE BASED AWARDS

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 employees employed in the UK during the year. There are two stock incentive plans in force: the Uber Technologies, Inc. 2010 Stock Plan ("2010 Plan") and the Uber Technologies, Inc. 2013 Equity Incentive Plan ("2013 Plan"). The stock options can be granted to any employee of the Company. The exercise prices for such options are in US Dollars. There is no specific criteria that is applicable to the exercising of the options.

£15k (2018: £251k) was recognised as share based payment expense relating to stock options. The Company has elected to use the Black-Scholes option-pricing model to determine the fair value of stock options on the grant date. £3,933k (2018: £2,932k) has been recognised as share based payment relating to restricted stock units (RSUs).

	<i>Options</i> <i>Units'000</i>	<i>RSUs</i> <i>Units'000</i>
Unvested and outstanding at 1 January 2019	584	476
Granted	-	354
Vested	-	(153)
Exercised	(133)	-
Forfeited	-	(117)
Cancelled	(2)	-
Transferred	(93)	(181)
Unvested and outstanding at 31 December 2019	356	379

15. CALLED UP SHARE CAPITAL

	<i>2019</i> <i>£</i>	<i>2018</i> <i>£</i>
Allotted, called up and fully paid		
100 (2018:100) - Ordinary shares of £1 each	100	100

16. COMMITMENTS UNDER OPERATING LEASES

At 31 December the Company had future minimum lease payments under non-cancellable operating leases as follows:

	<i>2019</i> <i>£'000</i>	<i>2018</i> <i>£'000</i>
No later than 1 year	1,307	2,384
Later than 1 year and no later than 5 years	1,174	3,122
	2,481	5,506

NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2019

17. CONTROLLING PARTY

The immediate parent undertaking and immediate controlling party is Uber International Holding B.V., a company incorporated in the Netherlands. The ultimate parent undertaking and ultimate controlling party is Uber Technologies Inc., a company incorporated in the United States.

The smallest undertaking of which the Company is a member and for which group financial statements are prepared is Uber NL Holdings 1 B.V., whose financial statements are publicly available from the Dutch Commercial Registry on www.kvk.nl. The largest group is Uber Technologies Inc, whose financial statements are publicly available on www.sec.gov.

18. SUBSEQUENT EVENTS

On March 11, 2020, the World Health Organization declared the novel strain of coronavirus disease ("COVID-19") as a pandemic. The extent of COVID-19's effect on the Company's operational and financial performance will depend on future developments, including the duration, spread and intensity of the pandemic. As a result of the uncertainty and difficulty to predict, adverse impact to the Company's business may occur. Such potential impact is unknown at this time.