

Equal Employment Opportunity and Section 503/VEVRAA Affirmative Action Program Policy Statement

Lyft, Inc. (Lyft” or the “Company”) has implemented the following policies and procedures as part of its longstanding commitment to compliance with all applicable equal employment opportunity and Section 503/VEVRAA affirmative action requirements.

Equal Employment 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.

Section 503/VEVRAA Affirmative Action Policies

Lyft is also a federal contractor subject to Section 4212 of the Vietnam Era Veterans’ Readjustment Assistance Act of 1974, as amended (“VEVRAA”) and Section 503 of the Rehabilitation Act of 1973, as amended (“Section 503”). 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 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 Section 503/VEVRAA affirmative action policies also prohibit 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, VEVRAA, 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 VEVRAA 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 VEVRAA or their implementing regulations.

As a federal contractor and as required by law, Lyft also maintains Section 503 and VEVRAA affirmative action programs to implement its equal employment opportunity policy for individuals with disabilities and protected veterans. The non-confidential portions of the Section 503/VEVRAA 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 (eeocompliance@lyft.com).

Application of Equal Opportunity and Section 503/VEVRAA 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 Section 503/VEVRAA 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.

Policy Against 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 will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy.

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.

Policy Against Retaliation

Every team member is encouraged to come forward without fear of reprisal, as Lyft's Team Member Handbook, internal policies and equal opportunity and Section 503/VEVRAA 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 Section 503/VEVRAA affirmative action policies, 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, David Risher, fully supports our Section 503/VEVRAA affirmative action program and is committed to the implementation of the Company's equal opportunity and Section 503/VEVRAA affirmative action policies. He has delegated overall responsibility for these policies to Lyft's Employment Legal Team. Its designated EEO Officer is responsible for ensuring the implementation of Section 503/VEVRAA affirmative action program activities, continually monitors progress and takes steps to ensure success. Complaints should be directed to a manager, People Business Partner, Employee Relations Manager (employeerelations@lyft.com), the designated EEO Officer (eeocompliance@lyft.com), Employment Legal Team (peoplecounseling@lyft.com), Ethics & Compliance Team (ethics@lyft.com) or you may also contact Lyft's [Ethics & Compliance Hotline](#).