



Pay Gap Reporting 2025



Building a diverse and inclusive community isn't just something we talk about, it's something we actively work towards every day



At Autotrader, we believe that a truly great workplace is one where everyone can be at their best. Building a diverse and inclusive community isn't just something we talk about, it's something we actively work towards every day, because we know that different perspectives and experiences make us stronger.

We define diversity as encompassing various characteristics that distinguish individuals and groups, such as gender identity, sex, age, sexual orientation, disability and neurodiversity, race and ethnicity, religion and faith, marital status, as well as social and educational backgrounds, and different ways of thinking. Inclusion, for us, means ensuring that every person is valued, respected and supported for who they are. Our commitment to inclusion is authentic and the focus we have is systemic, with our efforts reflected over time in our metrics.

Our commitment to make meaningful and sustainable change remains a priority which is why we continue to openly share our pay gaps across different characteristics.

When we build diverse teams and create a space where colleagues feel they truly belong, we see people thrive

The view from our CEO



Our purpose – *Driving Change Together. Responsibly* – is what guides our culture, how we support our people, and grow as a business. When we build diverse teams and create a space where colleagues feel they truly belong, we see people thrive and that's what fuels our success.

Our culture is brought to life by our people, supported by our People team and our Employee Networks. These groups are open to everyone, and support communities focussed on women, ethnicity, LGBT+, disability and neurodiversity, parents, social mobility and early careers. They help new starters feel welcome, drive meaningful conversations, and lead outreach work across the community with our charity partners. Each network is backed by a senior leader who helps champion change and keep momentum of action going.

We're always working to build a more inclusive business, especially when it comes to representation across all levels of the organisation. And we're proud to continue making progress over the last year.

Our gender pay gap continues to narrow, with a 1.2% drop in the mean and 1.7% drop in the median. Women representation now sits at 42.9%. On ethnicity we've taken intentional steps to improve representation, especially in Early Careers. Furthermore, our ethnicity pay gap has seen a decrease; the median pay gap has reduced from 19.8% to 16.9% (a reduction of 2.9%), and the mean pay gap has decreased from 18.0% to 17.0% (a reduction of 1%). Due to the success of our recruitment efforts, over 34% of our total new hires last year were from ethnically diverse backgrounds, contributing to a broader representation within the organisation.

Last year, we voluntarily shared initial figures on disability welcoming the government's plans to introduce disability pay gap reporting. Our disability disclosure rate increased to nearly 89%, and we are expanding our analysis to provide a more detailed year-on-year comparison. We saw a slight increase in the mean gap, which rose from 3.4% to 4.7% (an increase of 1.3%) whereas the median gap reduced from 4.9% to 3.7% (a decrease of 1.2%).

We will continue with strengthening representation across all levels, especially in senior roles, as it is essential to creating a workplace where everyone can see themselves reflected and feel they have space to grow.

I confirm that this report is an accurate statement of our pay gaps and that it meets the statutory requirements.

Nathan Coe
CEO Autotrader

We will continue with strengthening representation across all levels

Our Gender Pay Gap

It is important to note that the gender pay gap does not show differences in rates of pay for men and women carrying out comparable jobs. Our gender pay and bonus gap is the difference in the average pay and bonuses of all men and women employed by the business, regardless of job role. We are confident that we have no inequalities of pay for comparable roles based on gender.

A **mean gap** is calculated by adding all employees hourly pay together and dividing that by the total number of employees to give the average hourly pay between the two different groups (Men v Women, Ethnically Diverse v White and Disability v No Disability)

A **median gap** is the calculation of the exact mid-point between the lowest and highest paid person in each group. This removes the lowest and highest rates of pay, often referred to as outliers.

We continue to voluntarily report our Group figures which includes employees in Autorama UK Ltd, Blue Owl Ltd and the Auto Trader Group Executive Directors. Here we have seen reductions of 0.6% in our mean gap and 2.1% in our median gap. The rest of the content in this report focuses specifically on our reportable figures which cover Auto Trader Ltd employees.

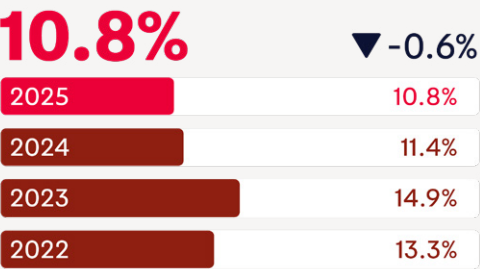
Progress since our last report

This year, we continue to make positive steps in reducing both our median and mean gender pay gaps across Auto Trader Limited, and across the wider Auto Trader Group. The mean pay gap for Auto Trader Limited has changed from 9.6% to 8.4%, a reduction of 1.2% compared to the previous year. The median pay gap changed from 14.9% to 13.2%, reflecting a reduction of 1.7%.

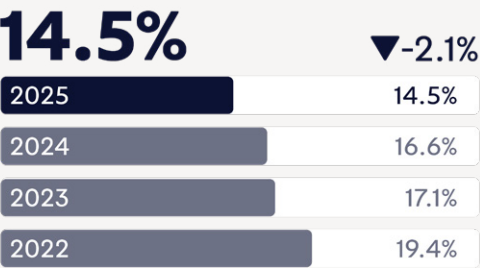
Since the last report, efforts to attract and retain women have continued. The overall representation of women at Auto Trader Limited is now 42.9%. This improvement has been driven by a consistent focus on inclusive hiring practices, particularly in Early Careers roles, and targeted efforts in attracting underrepresented talent. While we haven't made any radical changes, our progress reflects the cumulative impact of being intentional about where and how our employer brand shows up, through events and content showcasing our existing colleagues, such as our Career Stories campaign. We've also deepened our understanding of the hiring funnel to identify and remove barriers for women and other under-represented groups and ensured our hiring communities are equipped with the tools and training to assess candidates without bias.

Auto Trader Group plc

Mean Hourly Pay Gap

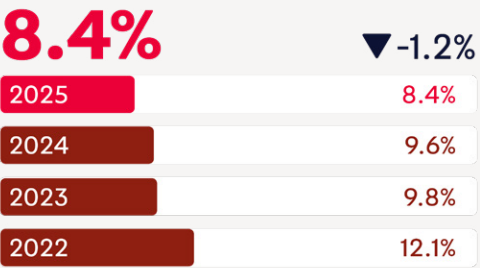


Median Hourly Pay Gap

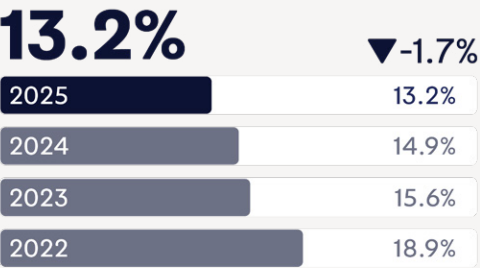


Auto Trader Limited

Mean Hourly Pay Gap



Median Hourly Pay Gap



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A **mean gap** is calculated by adding all employees hourly pay together and dividing that by the total number of employees to give the average hourly pay between different groups of people by gender or ethnicity.

A **median gap** is the calculation of the exact mid-point between the lowest and highest paid person in different groups of people, for example, by gender or ethnicity. This removes the lowest and highest rates of pay, often referred to as outliers.

Auto Trader Limited

Salary Quartiles	% Women				% Men			
	2025	2024	2023	2022	2025	2024	2023	2022
Lower quartile	52.5%	53.2%	53.3%	50.0%	47.5%	46.8%	46.7%	50.0%
Lower middle quartile	46.6%	44.4%	44.5%	43.2%	53.4%	55.6%	55.5%	56.8%
Upper middle quartile	38.0%	36.7%	32.9%	33.5%	62.0%	63.3%	67.1%	66.5%
Upper quartile	34.6%	35.6%	35.0%	31.6%	65.4%	64.4%	65.0%	68.4%
Total % of the workforce	42.9%	42.5%	41.4%	39.6%	57.1%	57.5%	58.6%	60.4%
Total number of employees	480	453	407	360	638	614	576	550

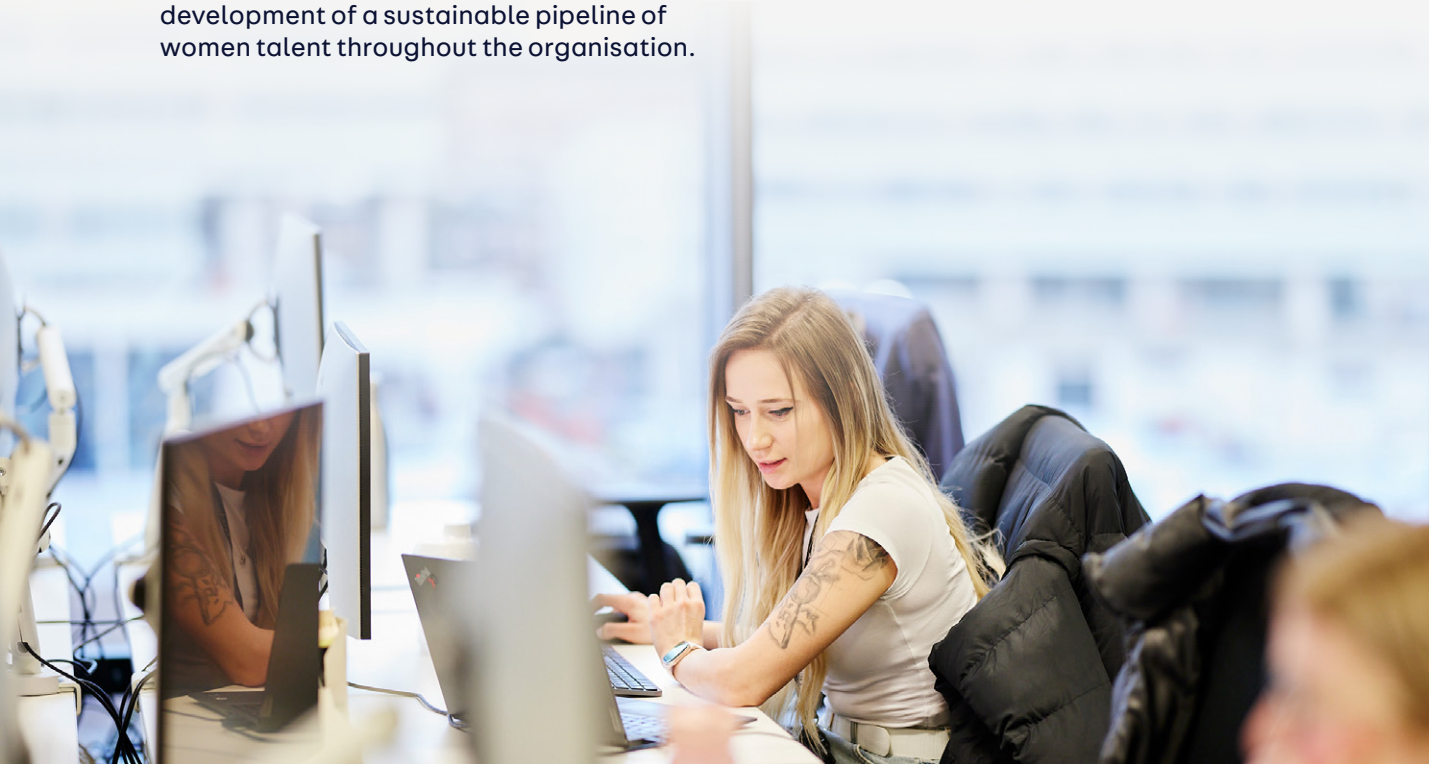
i **Quartiles** are calculated by ranking the pay for each of our employees from lowest to highest. This list is then divided into four equal sized groups of men and women. In our table it shows the percentage of men and women in each of these groups.

We remain committed to increasing the representation of women within the upper quartiles, and it is noteworthy that 31% of our women new hires were placed in the top two quartiles. Among new hires in the upper quartile, the average hourly rate for women exceeded that of men by more than 30%.

An essential aspect of our diversity strategy is nurturing a strong pipeline of diverse talent. We are particularly committed to increasing the representation of women within that pipeline. 21% of both men and women new hires have joined through our early careers programmes. We are confident that this will support the development of a sustainable pipeline of women talent throughout the organisation.

Since our last report we have also seen 41% of all leavers were women and 59% were men. We are happy to see that we are retaining woman in higher quartiles with only 15% of woman leavers being in the upper quartile compared to 21% of men.

When reviewing our colleagues who have been on successive pay gap reports, we can see an upward movement of women across all quartiles. Specifically, 12% of women in the two lower quartiles and 11% in the upper middle quartile have progressed to a higher quartile year-on-year.



Our Gender Bonus Pay Gap

In calculating our bonus pay gap, “bonus pay” must include any remuneration which relates to profit sharing, productivity, performance, incentive or commission which is paid in cash, vouchers, shares or share options.

In November 2023, we introduced the One Autotrader Share Award, granting all employees a percentage of their salary in shares annually. We designed the scheme to vest over time, with the first vesting in November 2024. Consequently, due to the snapshot period reviewing the previous 12 months, these awards were not included in last year’s report. However, they are now represented in the current report.

This year, we saw an increase in our mean bonus gap from 14.7% to 15.2% (0.5%) and our median bonus saw a significant decrease from 56.4% to 19.3%. These shifts are primarily due to the vesting of our One Autotrader Share Award, which was granted to all employees hired before November 2023 within Auto Trader, therefore significantly increasing the number of reported colleagues this year.

As we continue granting the One Autotrader Share Award, the bonus gap is likely to move closer to gender pay gap trends over time. However, factors such as part time working patterns and future eligibility rules may still influence the figures, similar to this year.

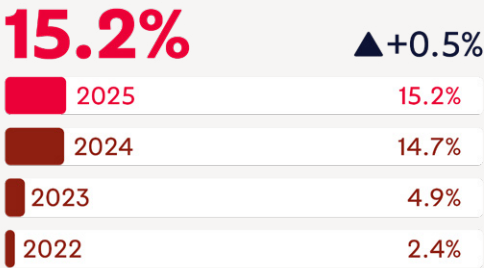
Also, the substantial change in the median bonus gap can be explained by the increased number of colleagues receiving bonuses compared to the previous reporting period. As the number of individuals receiving awards grew, the impact of a smaller data size on the figures was reduced.

This year, fewer women received bonuses, mainly due to new hires as of November 2023 when the award was first granted. Since then, staff not eligible for bonuses have been evenly split between women and men, but men still make up a higher percentage of total employees at Autotrader, affecting the overall figures. As we continue to grant the One Autotrader Share Award, which is a fixed percentage of pay, bonus gaps are expected to align more closely with gender pay gap trends.

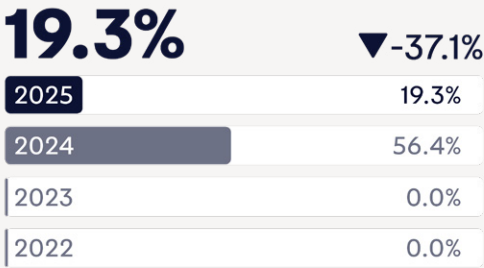
The overall representation of women at Auto Trader Limited is now 42.9%

Auto Trader Limited

Mean Bonus Pay Gap



Median Bonus Pay Gap



Proportion of men and women receiving bonus

	2025	2024	2023	2022
Women	82.1%	6.2%	97.4%	97.1%
Men	86.3%	5.5%	96.7%	97.7%



We remain committed to driving long-term change to reach gender parity in our business. Our focus is on developing the next generation of women in our industry by investing in our early career strategy, as well as supporting several initiatives and partnerships.

Key achievements of the Women’s Network in 2025:

For International Women’s Day this year, our Women’s Network hosted an event featuring several panellists from various areas of the business. The discussion highlighted different experiences and perspectives as women in the Technology sector, emphasising the significance of collaboration, fostering inclusive workplaces, and navigating careers.

This year, our Women’s Network worked in partnership with the People and Culture team to facilitate maternity feedback sessions, aimed at gaining insight into the experiences of women within the organisation who have taken maternity leave. These sessions were instrumental in identifying what’s currently going well and potential opportunities for improvement.



Our Ethnicity Pay Gap

We continue to calculate and voluntarily share our data on Autotrader’s Ethnicity Pay Gap. The ethnicity pay and bonus gap shows the difference in the average pay and bonuses between Ethnically Diverse (People of Colour and Other Ethnic Groups) and White (White British and White Other) employees in our organisation. We are confident that we have no inequalities of pay for comparable roles based on ethnicity.

We continue to use the same calculation methodology set out by the Government Equalities Office (“GEO”) for gender pay gap reporting which uses a binary calculation. We opted for the binary methodology whilst we continued in our journey of gathering ethnicity data of our employees to ensure anonymity of those who fall within an ethnicity group with low representation.

This year, we have increased our ethnicity disclosure rate slightly to 93.7%, however due to low levels of representation in some ethnic groups (which has further declined since our last report), to continue to ensure employee pay anonymity, we have not moved to the more granular level of reporting. Individuals can have a big impact both positively and negatively and therefore gives a distorted view of pay gaps in a company.

Progress since our last report

This year, we have seen a decrease in both our median and mean ethnicity pay gaps. Specifically, the median pay gap has reduced from 19.8% to 16.9% (a reduction of 2.9%), and the mean pay gap has decreased from 18% to 17% (a reduction of 1%).

Reviewing the quartile data and year-on-year changes, we noted a slight decrease in representation of ethnically diverse employees in the lower quartile, from 30.5%

to 29.8% (a reduction of 0.7%). However, there was an increase in representation across all other quartiles, with a significant rise in the upper middle quartile, where representation increased from 13.7% to 16.4% (an increase of 2.7%).

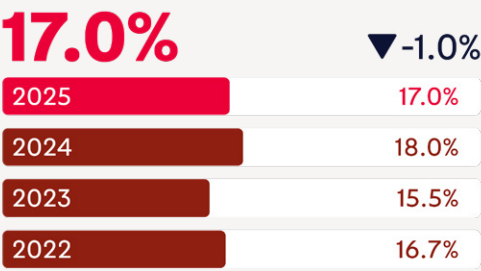
There has been positive movement in pay for our existing employees. Among those appearing in consecutive reports, ethnically diverse employees experienced a pay increase of over 1.2% more than white employees. Furthermore, a higher proportion of ethnically diverse colleagues (11.6%) advanced to a higher pay quartile compared to white employees (6.8%).

The reduction in our pay gaps is largely due to our proactive measures to enhance the representation of ethnically diverse employees. Notably, over 34% (45) of our total new hires last year were from ethnically diverse backgrounds, contributing to a broader representation within the organisation. When compared to leavers, 31% (24) of those who left were from ethnically diverse backgrounds, resulting in a net increase of 21 ethnically diverse colleagues year-on-year. We remain committed to this crucial aspect of our strategy, aiming to grow our diverse future leaders and talent pool.

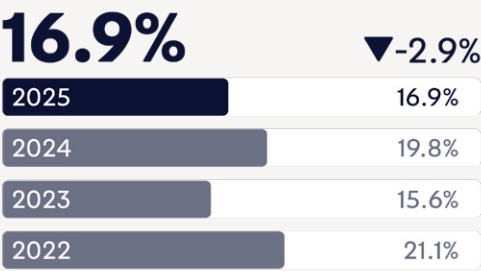
Last year, we reported that 28% of our ethnically diverse new hires joined in roles on salaries above £50,000. This figure has seen a year-on-year increase, demonstrating our commitment to increasing ethnically diverse representation in senior positions. In the latest reporting period, 33% of ethnically diverse new hires were brought in with salaries exceeding £50,000, marking a 5% increase from the previous year. Our commitment to increasing the representation of ethnically diverse colleagues at all organisational levels remains in place. While we have made notable progress, this focus continues to drive our efforts to close the existing gap.

Auto Trader Limited

Mean Ethnicity Pay Gap



Median Ethnicity Pay Gap



Ethnicity make up as of April 2025

	Total people	% of business
Asian	137	11.9%
Black	46	4.0%
Mixed Ethnicity	32	2.8%
Other Ethnic Group	14	1.2%
White (White British and white other)	847	73.7%
Not Disclosed/Rather not say	73	6.4%

These figures are actual representation across Auto Trader Ltd and not based on the pay gap figures which omits full paid relevant employees



of our total new hires last year were from Ethnically Diverse backgrounds



of new hires that joined us in £50k+ roles were from Ethnically Diverse backgrounds

Salary Quartiles	% Ethnically Diverse				% White			
	2025	2024	2023	2022	2025	2024	2023	2022
Lower quartile	29.8%	30.5%	24.0%	22.3%	70.2%	69.5%	76.0%	77.7%
Lower middle quartile	24.8%	24.4%	22.7%	21.3%	75.2%	76.6%	77.3%	78.7%
Upper middle quartile	16.4%	13.7%	15.3%	11.9%	83.6%	86.3%	84.7%	88.1%
Upper quartile	13.7%	12.8%	10.0%	9.9%	86.3%	87.2%	90.0%	90.1%
Total % of the workforce	21.2%	20.3%	18.0%	16.3%	78.8%	79.7%	82.0%	83.7%
Total number of employees	222	203	165	132	826	795	752	676

Our Ethnicity Bonus Pay Gap

Our ethnicity bonus pay gap is calculated in the same way as our gender bonus pay gap. This year, we have seen a 30.7% reduction in the mean pay gap, but a 152.7% increase in the median bonus gap. As previously discussed in the report, the vesting of our One Autotrader Share Award has significantly impacted both the mean and median bonus pay gaps by increasing the number of employees included in the bonus calculation. Although the rise in the median gap may initially seem like a regression, it provides a more accurate representation of Autotrader’s overall workforce. As a result, we anticipate that these large fluctuations will begin to stabilise moving forward.

When reviewing the proportion of individuals receiving bonuses, the data indicates that a smaller percentage of ethnically diverse colleagues received bonuses. This trend mirrors the pattern seen in our gender bonus representation. This is due to the higher proportion of diverse employees joining Autotrader after the initial share award was granted.

Those that have started after November 2024, will have received a One Autotrader Share Award grant and as a result, these individuals will be eligible to receive an award at the next vesting date. We anticipate an increased representation from our ethnically diverse population in the next reporting period.

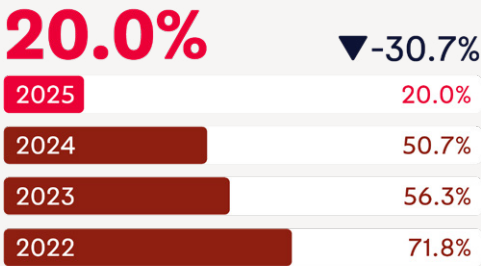
Key achievements of the Ethnicity Network in 2025:

This year, the Ethnicity Network were proud to partner with Race Equality Matters for a third year, participating in Race Equality Week by taking part in daily activities sparking conversations and supporting meaningful change. In addition, members of the network took part in multiple Race Equality Week events as guest speakers.

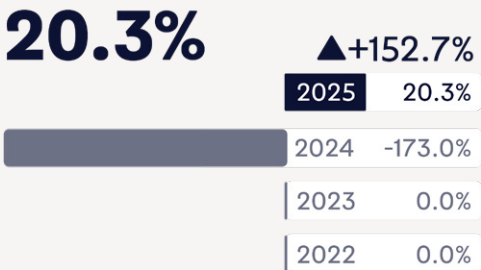
Over the past year, our network celebrated the diversity of cultures and ethnicities across the business by hosting events such as the annual Ramadan sponsored fast, Black History Month, Diwali, Passover, and Lunar New Year, among others.

Auto Trader Limited

Mean Bonus Pay Gap Between White and Ethnically Diverse Employees



Median Bonus Pay Gap Between White and Ethnically Diverse Employees



Proportion of White and Ethnically Diverse Employees receiving bonus

	2025	2024	2023	2022
Ethnically diverse	75.3%	1.9%	96.4%	97.8%
White	86.2%	6.1%	96.8%	97.7%



Ethnicity Network

Our Ethnicity Employee Network is a well-established group of Black, Asian and minority ethnic colleagues, and allies, that work to tackle inequalities and celebrate inclusivity.



We are committed to increasing ethnically diverse representation in senior positions



Our Disability Pay Gap

Ahead of the anticipated policy change to make both Ethnicity and Disability Pay Gap Reporting mandatory for all businesses with over 250 employees, we have made the decision to continue to report on our Disability Pay Gap, as we did last year.

We have opted to use the same binary methodology for our Disability Pay Gap report as we do for our Ethnicity Pay Gap report. This means that any employees who have not disclosed their data will be omitted from the analysis. For clarity, we classify employees as having a disability if they have chosen to declare a long-term condition or disability in our people system.

Last year, we shared initial figures on disability. This year, with our disclosure rate increasing to nearly 89%, we are expanding our analysis to provide a more detailed year-on-year comparison. Consequently, we have revised last year's figures to include more individuals, ensuring a more reflective and relevant comparison. We saw a slight increase in the mean gap, which rose from 3.4% to 4.7% (an increase of 1.3%) whereas the median gap reduced from 4.9% to 3.7% (a decrease

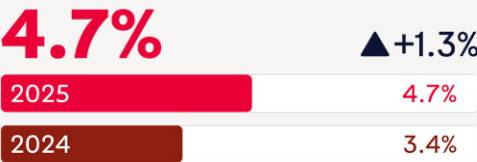
of 1.2%). This change can be partly attributed to the relatively low number of colleagues who have declared a disability within our organisation. Small variations in these figures can significantly impact the pay gap numbers.

Our analysis indicates that new hires reported lower levels of disability or long-term conditions (7%) compared to the overall Autotrader workforce (15.3%). While other businesses face challenges in encouraging employees to disclose such information, it's possible that some new hires may choose to disclose later as they become more comfortable within our organisation.

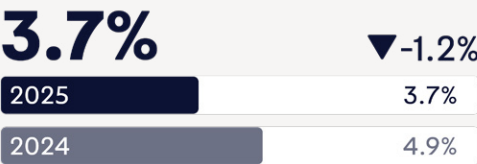
We are proud that 89% of our colleagues at Autotrader have chosen to share this information, reflecting the trust they place in our inclusive culture and the effectiveness of our communication and support systems. We remain committed to attracting and retaining colleagues with disabilities and enhancing equality in our workplace.

Auto Trader Limited

Mean Disability Pay Gap



Median Disability Pay Gap



Salary Quartiles	% Disabled		% Not Disabled	
	2025	2024	2025	2024
Lower quartile	13.7%	13.8%	86.3%	86.2%
Lower middle quartile	19.4%	20.4%	80.6%	79.6%
Upper middle quartile	14.9%	17.6%	85.1%	82.4%
Upper quartile	13.3%	13.7%	86.7%	86.3%
Total % of the workforce	15.3%	16.4%	84.7%	83.6%

We are committed to attracting and retaining colleagues with disabilities



of The Autotrader workforce have a disability

Key achievements of the Disability and Neurodiversity Network in 2025:

This year, the Disability and Neurodiversity Network partnered with the People and Culture team to facilitate the implementation of Inclusion Passports, as well as to deliver Mental Health First Aid and Neurodiversity training for our managers.

In January, the Disability & Neurodiversity Network worked with the Accessibility Working Group to host an Accessibility Festival focused on available assistive technology for colleagues across the business. Additionally, the network partnered with the Research Institute for Disabled Consumers to understand barriers for consumers purchasing electric vehicles, explore developments in vehicle automation, and consider what this means for disabled consumers.



Disability & Neurodiversity Network

The Network raises awareness across the business to make a difference to colleagues, customers and communities who have disabilities and/or neurodiverse conditions.



Our strategic diversity and inclusion commitments

Our vision is “to nurture our inclusive culture and enrich our work community with diverse individuals who collaborate for the benefit of our organisation, industries and communities”.

We have two strategic commitments, which are:

1. To have a representative workforce of the communities we operate in across all levels of our business with a focus on:
 - Gender identity
 - Race / Ethnicity
 - LGBT+
 - Disability & Neurodiversity
 - Age
 - Social Mobility
2. To create an environment where everyone feels included, with high levels of engagement, especially across the different diversity focus areas.

Our Employee Networks remain fundamental to driving change



