



AutoTrader

Pay Gap Reporting 2024



NOVEMBER 2024

Inclusion, for us, means ensuring that every person is valued, respected and supported for who you are



At Auto Trader, fostering a diverse and inclusive work community is central to our culture and the success of our business. By embracing a wide range of perspectives and talents, we strengthen our ability to attract, nurture, and develop individuals from all backgrounds.

We define diversity as encompassing various characteristics that distinguish individuals and groups, such as gender, 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 systemic, with our efforts reflected over time in our metrics.

Transparency and accountability are at the core of our approach, which is why we openly share our pay gap and report a number of Cultural KPIs alongside our results twice a year.



By ensuring a diverse workforce and cultivating an environment where everyone feels a sense of belonging, we unlock their full potential



The view from our CEO

Our purpose is 'Driving Change Together. Responsibly', it shapes our strategy, decision making and how we evolve and nurture the culture of our business. People are the heart of our business, and by ensuring a diverse workforce and cultivating an environment where everyone feels a sense of belonging, we unlock their full potential, which in turn maximizes our business's success.

Auto Trader's culture and people strategy is supported by our Employee Networks. We enable everyone to participate in these networks, which advocate for well-being, women, ethnic diversity, LGBT+, disability and neurodiversity, parents, social mobility, and multigenerational teams. These networks play an integral role in welcoming new hires, enabling them to thrive, and leading community-focused outreach efforts. Each network is supported by a senior leader who sponsors initiatives to drive progress and amplify the network's impact. We continue to strive for diverse representation at every level of the company, with a particular focus on leadership.

I am pleased to report that we are making progress in reducing our gender pay gaps, with our mean and median reducing by 0.2% and 0.7% respectively. We continue to make good progress in retaining women in upper quartiles in our business with only 15% of leavers coming from this group, compared to 53% for men. We have also successfully attracted more women to join with 52% of our new starters being women (a 6% increase on the previous year).

Our mean and median ethnicity pay gaps have increased by 2.5% and 4.2% respectively. The main driver is the recruitment of Ethnically Diverse colleagues in the lower quartiles consistent with our strategy to increase the representation in our Early Careers programmes, and I am pleased to report that 43% of our intake is from an Ethnically Diverse background. As with women, as these people develop their careers at Auto Trader we expect they will increasingly make up a greater portion of the higher quartiles which will in

turn lead to an improvement in our ethnicity pay gap.

This has been evidenced in the year where we have seen positive movements for existing Ethnically Diverse employees; their average pay increase was 0.5% more than White employees and a higher proportion of our Ethnically Diverse employees who were promoted last year, moved up a pay quartile. Across last year, 28% Ethnically Diverse new hires joined us in £50k+ roles, 8% more than our overall ethnicity makeup. This is something we will strive to continue as we know how important it is to see diverse role models at all levels of our company.

We welcome the new government's commitment to introducing disability pay gap reporting as a fundamental step for employers to gain a better understanding of its drivers and take steps to closing it over time. As we have done with our ethnicity pay gap, we are publishing our disability pay gap in advance of it becoming a mandatory requirement and have included a high-level analysis in this year's report. We will work with our peers across our industries and the government to support the introduction of mandatory pay gap reporting for ethnicity and disability in the coming years.

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

Nathan Coe
CEO AUTO TRADER

We continue to strive for diverse representation at every level of the company

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)

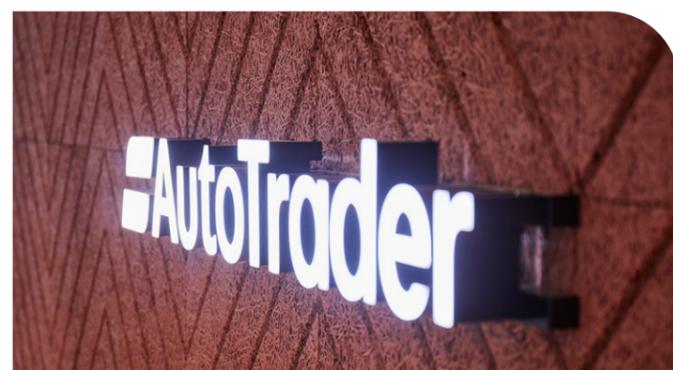
A **median gap** is the calculation of the exact mid-point between the lowest and highest paid person in each group. This removes the lowest and highest rates of pay, often referred to as outliers.

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 3.2% in our mean gap and 0.5% 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 pay gaps with our median reducing by 0.7% and our mean by 0.2%. We've done this by focusing on three key areas: hiring, retaining and developing employees.

Firstly, we look at the people who have joined Auto Trader since our last report. Overall, we have increased our women hires, with 52% of all new starters being women within the last 12 months – a 6% increase year-on-year. We are pleased to have achieved our goal of reaching an equal gender split across our recruitment campaigns. We do however recognise that there is still work to do here, specifically maintaining that equal representation when hiring into senior roles.



Auto Trader Group

MEAN HOURLY PAY GAP

11.4% ▼-3.5%



MEDIAN HOURLY PAY GAP

16.6% ▼-0.5%



Auto Trader Limited

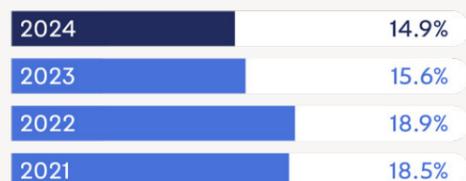
MEAN HOURLY PAY GAP

9.6% ▼-0.2%



MEDIAN HOURLY PAY GAP

14.9% ▼-0.7%



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 QUANTILES	% WOMEN				% MEN			
	2024	2023	2022	2021	2024	2023	2022	2021
Lower quartile	53.2%	53.3%	50.0%	50.2%	46.8%	46.7%	50.0%	49.8%
Lower middle quartile	44.4%	44.5%	43.2%	43.8%	55.6%	55.5%	56.8%	56.2%
Upper middle quartile	36.7%	32.9%	33.5%	27.6%	63.3%	67.1%	66.5%	72.4%
Upper quartile	35.6%	35.0%	31.6%	34.4%	64.4%	65.0%	68.4%	65.6%
Total number of employees	453	407	360	339	614	576	550	530
% of the workforce	42.5%	41.4%	39.6%	39.0%	57.5%	58.6%	60.4%	61.0%



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 are performing well in retaining women in the upper quartiles, with only 15% of leavers coming from this group, compared to 53% for men. This year, we have further strengthened our maternity and family leave policies to provide even greater support for women and families throughout their careers. We also introduced our company funded Menopause Plan which provides personalised support for employees struggling to manage their symptoms. We believe these enhancements will further boost our retention of women in the future.

When we take a closer look at our colleagues who have been in consecutive pay gap reports, we can see that the biggest movement for women was in the lower middle and upper middle quartiles. Both

quartiles saw 22% of existing women move upwards year on year which points to an important element of our diversity strategy – growing our own pipeline of talent. Firstly, the movement from the lower to lower middle quartile highlights our continued commitment to develop our Early Careers talent with this move into the lower middle quartile often coinciding with the step into Professional level roles.

Secondly, we are pleased to see the continuation of that pipeline in the upper middle quartile which saw an increase of 3.8% this year. Our promotions contributed to this increase, with 25% of women who were promoted between April 23 and March 24 moving up a quartile compared to 17% of men.



Our Gender Bonus 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. As part of our remuneration policy, we take a simple approach to reward, and most employees do not receive a bonus as standard or commission. Where we saw a high proportion of people receiving a bonus in 2023, this was due to a discretionary £700 one-off payment in recognition of the rising costs of living. In 2022, this was due to a one-off £1,000 'thank you' payment to recognise contribution during the Covid pandemic.

In November 2023 we launched the One Auto Trader Share Award in which all employees are given 10% of their salary in shares each year. These Shares can be vested by employees in subsequent years and so we expect the proportion of employees appearing in the Bonus Pay Gap data to increase in the years to come.

This year, we saw both our mean and median bonus gap increase. This can be linked to employees exercising share plans which we believe gives a distorted view of our pay gap as employees can exercise or retain as many of their shares as they want. We have therefore continued to voluntarily disclose the gap of what awards were granted between April 2023 – March 2024. The median gap was 17.3% (from 19.1%) and the mean was 3.9% (from a positive gap of 1.4%).



Key achievements of the Women's Network in 2024:

1. In collaboration with the Career Kickstart Network and in aid of International Women's Day, the network hosted a local girls' school into the office with a focus around workplace opportunities for women.
2. In collaborated with the Ethnicity Network, a showcase has held with Auto Trader's Women on the Non-Executive Board of Directors where they shared stories on their own careers and the challenges they have overcome on their journey to become a Non-Executive Director

Auto Trader Limited

MEAN BONUS PAY GAP

14.7% ▲+9.8%

2024	14.7%
2023	4.9%
2022	2.4%
2021	8.0%

MEDIAN BONUS PAY GAP

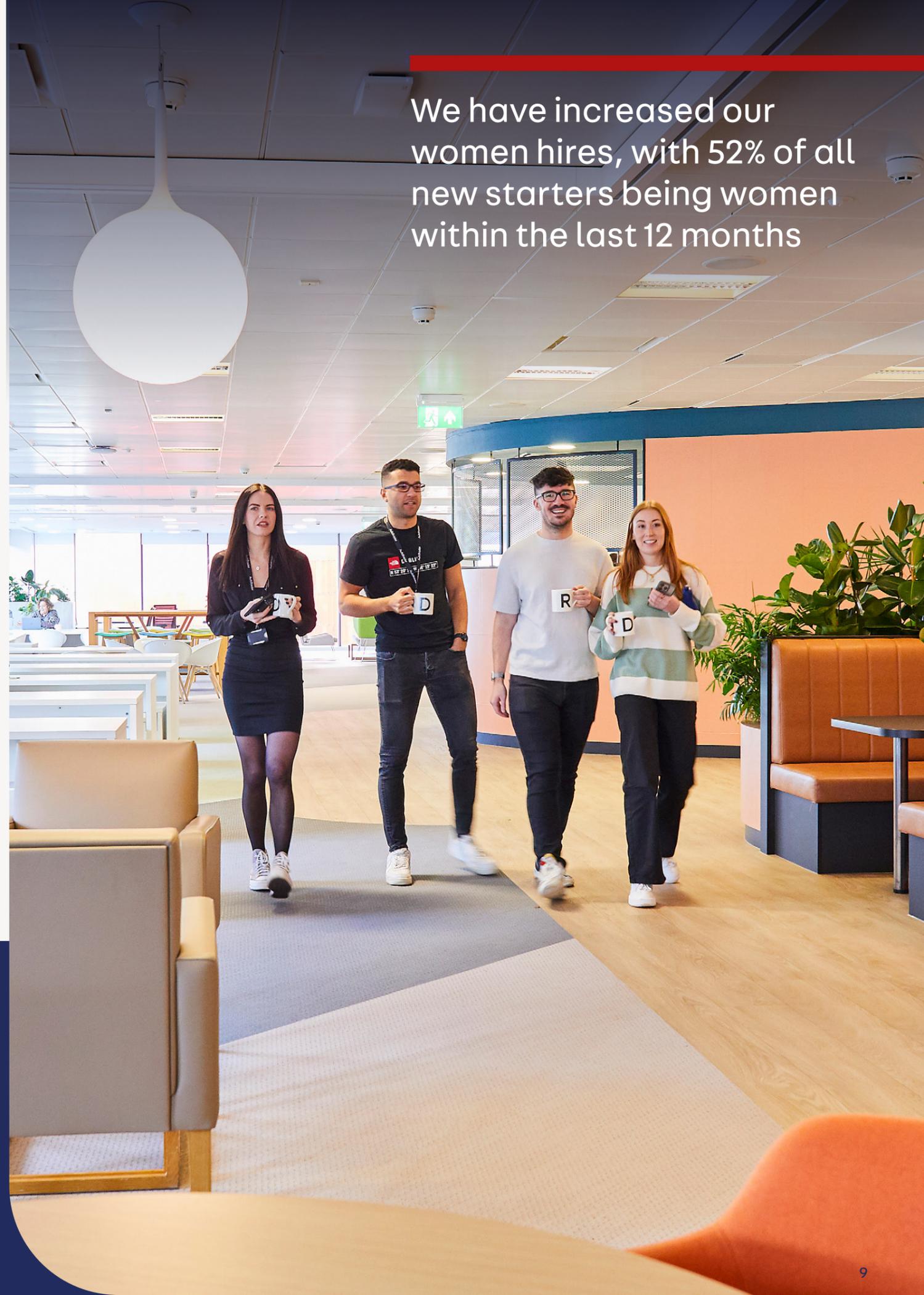
56.4% ▲+56.4%

2024	56.4%
2023	0.0%
2022	0.0%
2021	16.8%

PROPORTION OF MEN AND WOMEN RECEIVING BONUS

	2024	2023	2022	2021
Women	6.2%	97.4%	97.1%	2.5%
Men	5.5%	96.7%	97.7%	3.2%

We have increased our women hires, with 52% of all new starters being women within the last 12 months



Women's Network

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.

Our Ethnicity Pay Gap

We continue to calculate and voluntarily share our data on Auto Trader’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 while we continue 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 maintained our ethnicity disclosure rate of 93%, however due to low levels of representation in some ethnic groups, to continue to ensure employee pay anonymity, we have not moved to the more granular level of reporting. Reporting on ethnic groups with low numbers comes with risk; individuals can have a big impact both positively and negatively and therefore gives a distorted view of Pay Gaps in a company.



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ETHNICITY MAKE UP AS OF APRIL 2024

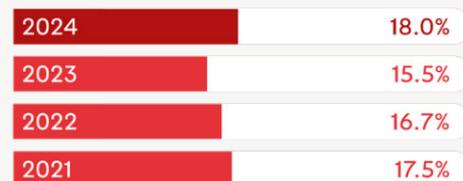
	TOTAL PEOPLE	% OF BUSINESS
Asian	127	11.7%
Black	39	3.6%
Mixed Ethnicity	24	2.2%
Other Ethnic Group	18	1.7%
White (White British and White other)	808	74.2%
Not Disclosed/Rather not say	73	6.7%

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

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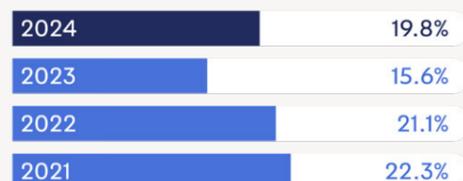
MEAN ETHNICITY PAY GAP

18.0% ▲ +2.5%



MEDIAN ETHNICITY PAY GAP

19.8% ▲ +4.2%



43% of our Early Career intake last year were from Ethnically Diverse backgrounds



28% of new hires that joined us in £50k+ roles were from Ethnically Diverse backgrounds

Auto Trader Limited

SALARY QUANTILES	ETHNICALLY DIVERSE				WHITE			
	2024	2023	2022	2021	2024	2023	2022	2021
Lower quartile	30.5%	24.0%	22.3%	22.6%	69.5%	76.0%	77.7%	77.4%
Lower middle quartile	24.4%	22.7%	21.3%	16.1%	76.6%	77.3%	78.7%	83.9%
Upper middle quartile	13.7%	15.3%	11.9%	10.8%	86.3%	84.7%	88.1%	89.2%
Upper quartile	12.8%	10.0%	9.9%	8.6%	87.2%	90.0%	90.1%	91.4%
Total number of employees	203	165	132	108	795	752	676	636
% of the workforce	20.3%	18.0%	16.3%	14.5%	79.7%	82.0%	83.7%	85.5%

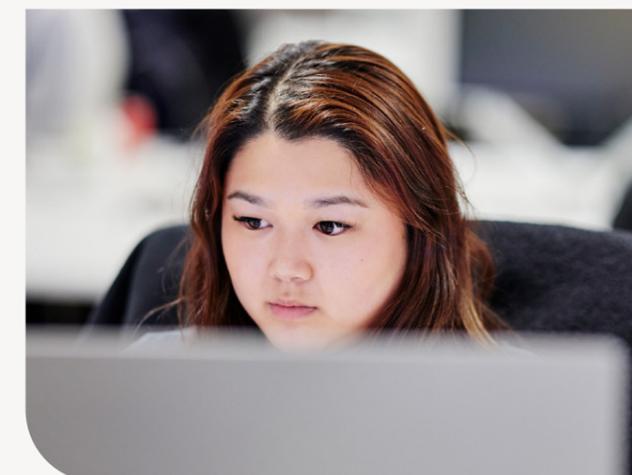
Progress since our last report

This year, we have seen both our median and mean ethnicity pay gaps increase with the median increasing by 4.1% and the mean by 2.3%. However, we have seen our overall representation of Ethnically Diverse employees increase by 3%, with all quartiles growing apart from the Upper Middle.

When we analyse the data, the increase in our pay gaps is primarily driven by the positive steps we are taking to increase representation of Ethnically Diverse employees. Our biggest source of hiring is early careers, so as we increase the diversity at Early Career level, they join us at the lower quartile pay level, which negatively impacts our pay gap in the short term, particularly the Median. At Early Career level, as they join us at the lower quartile pay level, it naturally impacts our pay gap in the short term, particularly the Median. Nevertheless, we are pleased to report that 43% of our Early Career intake last year were from Ethnically Diverse backgrounds and we will continue to focus on this important element of our strategy to grow our own diverse future leaders.

This year we have also seen some small but positive movement for existing employees. When comparing employees who appeared in consecutive reports, Ethnically Diverse employees saw their pay increase by 0.5% more than White employees. Furthermore, a higher proportion of our Ethnically Diverse employees who were promoted last year, moved up a pay quartile.

Whilst an increase of any kind can be seen as a step backwards, we know that our strategy is for the mid to long term. We saw a similar increase in our gender pay gap when we focused on attracting Early Career talent as our preferred method to build our own pipeline of future senior leaders, so we have good reason to believe that the increase in our ethnicity pay gaps will be short rather than a long term issue. We know we cannot solely rely on attracting diverse Early Careers Talent to bring about change. Across last year, 28% Ethnically Diverse new hires joined us in £50k+ roles, 8% more than our overall ethnicity makeup. This is something we will strive to continue as we know how important it is to see diverse role models at all levels of our company.



Our Ethnicity Bonus Gap

Our ethnicity bonus pay gap is calculated in the same way as our gender bonus pay gap and we have looked at both the reportable figures and the figures based on the value of awards granted. Where we saw a high proportion of people receiving a bonus in 2023, this was due to a discretionary £700 one-off payment in recognition of the rising costs of living. In 2022, this was due to a one-off £1,000 'thank you' payment to recognise contribution during the Covid pandemic.

This year, we've seen a 5.6% reduction in our Mean pay gap and a 173% decrease to our Median pay gap. This shift is largely attributed to the low representation of Ethnically Diverse employees receiving a bonus, which has resulted to a skewed, positive gap. Last year, we emphasised the importance of increasing the representation of senior Ethnically Diverse employees and this focus remains a priority. We are committed to setting specific targets to grow our representation of senior leaders, taking inspiration from influential initiatives like the Parker Review.

We continue to disclose our bonus pay gaps based on the value of awards granted. The mean gap has reduced to 49.3% (from 58.3%) and the median gap stands at 20.2% (from 2.2%). Due to the introduction of the All Employee Share scheme, we've seen an increase in the representation of Ethnically Diverse employees receiving awards. However, we must remain focused on increasing the representation of Ethnically Diverse employees in Senior Roles. Without this improvement, we are likely to continue to see sizable differences in our pay gap calculations.

We are focused on increasing the representation of Ethnically Diverse employees in Senior Roles

Key achievements of the Ethnicity Network in 2024:

- The Ethnicity network celebrated several cultural events throughout the year including South Asian Heritage Month and Black History Month.
 - For Black History Month this culminated with the Reclaiming the Narrative event generating over 110 attendees. Celebrating the significant shift towards recognising and correcting the narratives of Black history and culture. Featuring a keynote speaker and panel discussion with Auto Trader employees and industry experts from various Black heritages.
 - For South Asian Heritage Month the primary activities to celebrate South Asian cultures included collaborations with Auto Trader's Book and Art Club and a network quiz.
- All Employee Chatspaces held following the UK riots in August. Designed to be a safe place to discuss how colleagues were affected by the riots and to understand the different impact and perspectives of our diverse cultural communities.

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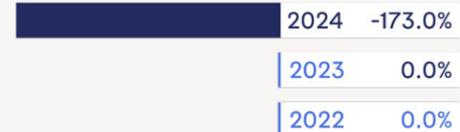
MEAN BONUS PAY GAP BETWEEN WHITE AND ETHNICALLY DIVERSE EMPLOYEES

50.7% ▼ -5.6%



MEDIAN BONUS PAY GAP BETWEEN WHITE AND ETHNICALLY DIVERSE EMPLOYEES

-173.0% ▼ -173.0%



PROPORTION OF WHITE AND ETHNICALLY DIVERSE EMPLOYEES RECEIVING BONUS

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



Our Disability Pay Gap

At Auto Trader, we believe that Pay Gap reporting is an important tool to aid transparency and create accountability in our equality, diversity and inclusivity journey. We have made the decision to report on 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 report on our Disability Pay Gap.

We've opted to use the same binary methodology for our Disability Pay Gap report as we do for our Ethnicity

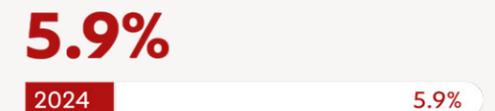
Pay Gap report. This means that any employees who have not disclosed their data will be omitted from the analysis. We classify employees as having a disability if they have chosen to declare a long-term condition or disability in our people system.

As this is our first year of reporting, we currently lack comparable figures. Therefore, our focus this year is solely on disclosing our pay gaps. Moving forward, as we gather more data, we are committed to implementing action plans aimed at reducing these gaps and enhancing equality in our workplace.

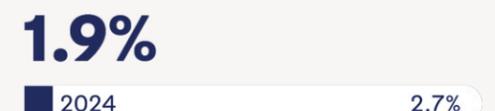
SALARY QUANTILES	DISABILITY	NO DISABILITY
	2024	2024
Lower quartile	14.4%	85.6%
Lower middle quartile	21.3%	78.8%
Upper middle quartile	17.5%	82.5%
Upper quartile	14.3%	85.7%
% of the workforce	16.8%	83.2%

Auto Trader Limited

MEAN DISABILITY PAY GAP



MEDIAN DISABILITY PAY GAP



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.



Our strategic diversity and inclusion commitments

Our strategy remains focussed on creating a work community where our people can thrive. Our Corporate Responsibility Board Committee and our Auto Trader Leadership Team provide governance and oversight to our progress against our strategic commitments:

- **Have a representative workforce across all levels of our business with a focus on Women, LGBT+, Ethnicity, Disability & Neurodiversity, Social Mobility and Age.**
- **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 and support our work in this area alongside our People & Culture team. Together we will achieve our commitments by:

Taking action:

- Strengthen our Inclusive Culture Programmes with a focus on our One Auto Trader: Culture of Inclusion, Diverse Talent Accelerator Programme and Inclusive Leadership.
- Collaborate with organisations including AUTO30% Club, Black Leaders and initiatives like “Change the Race Ratio” and “Disability Confident”.
- Support our industry peers and network of FTSE100 companies in releasing their ethnicity and disability pay gaps.

Measuring impact & doing more:

- We continue to monitor representation across our focus areas, and we will build on our various recruitment and retention initiatives that are paying dividends while investing in more projects that will make a difference.
- Enhance the employee experience for our colleagues by removing systemic barriers and reduce the pay gaps through analysis and feedback via surveys and focus groups.
- Benchmark our progress by taking part in cross industry collaborative projects and driving change across our communities.

Our Employee Networks remain fundamental to driving change



 **AutoTrader**