

Working responsibly continued



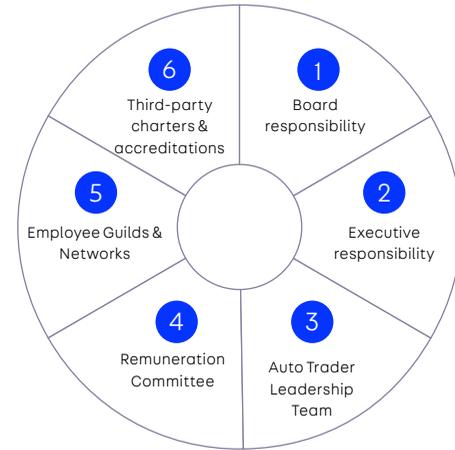
## Our people & communities

Our values underpin everything we do.

### SUPPORTING THE UN SDGS MOST RELEVANT TO OUR STRATEGY



### HOW WE GOVERN THIS AREA



#### 1. BOARD RESPONSIBILITY

Material ESG topics discussed by the Board include diversity and inclusion, employee engagement and talent development. The Corporate Responsibility Committee is responsible for holding the Executive Directors to account and on a quarterly basis our people scorecard is reviewed and progress against our cultural KPIs is monitored. The Board plays an important role in ensuring our culture is aligned with our long-term strategy.

#### 2. EXECUTIVE RESPONSIBILITY

The responsibility for assessing and managing our people and culture sits at both Executive and Board level. Our Executive Directors have responsibility for oversight of our diversity and inclusion agenda and are responsible for ensuring that our values are embedded into all parts of our business.

#### 3. AUTO TRADER LEADERSHIP TEAM

Our Auto Trader Leadership Team ('ALT') is responsible for driving our culture that is values-led, customer-centric and data driven, underpinned by a diverse and inclusive team. Having a progressive culture and environment ensures the attraction, development and retention of a talented, engaged and diverse workforce.

#### 4. REMUNERATION COMMITTEE

The Committee introduced diversity-related metrics into the Performance Share Plan ('PSP') targets for the 2021 PSP award. From 2022 onwards, PSP award performance will be measured against our diversity ambitions as part of an underpin rather than as a standalone target. The Committee also has remit over material changes to package and benefits and approved the all-employee share scheme.

#### 5. EMPLOYEE GUILDS & NETWORKS

Our employees play a fundamental role in the success of our ESG strategy. Through our thriving networks and guilds, our ESG priorities and ambitions are championed and driven forward by our employees. See page 54 for more information about our networks.

Our Board Engagement Guild is the primary mechanism for our Board to engage with our employees and meetings are not attended by the Executive Directors. Employees are able to share their experiences and views, as well as providing the opportunity for them to ask questions directly of Non-Executive Directors. The Board Engagement Guild has representatives from across different parts of the business and canvasses views and opinions from their colleagues to share with the Board.

#### 6. THIRD-PARTY CHARTERS & ACCREDITATIONS

We have signed up to various third-party charters and have received a number of accreditations, most notably:

- Race at Work Charter
- Change the Race Ratio
- Disability Confident
- Social Mobility Top 75
- Inclusive Companies
- Living Wage Employer

### OVERVIEW

Being a responsible employer and maintaining a strong, purpose-led culture is key to our ongoing success. Our values underpin everything we do, reflecting our culture and commitment to making a positive impact.

### ENGAGING OUR EMPLOYEES

We value effective communication and engagement with our employees, continually reviewing and improving based on feedback. We conduct regular surveys, including an anonymous one twice a year, to assess engagement and job satisfaction. In our latest engagement survey, 91% (2024: 97%) of employees agreed or strongly agreed with the statement "I am proud to work for Auto Trader", a measure which we view as a proxy for engagement. We enhance these surveys with pulse and post-event surveys as needed.

Our Board Engagement Guild allows direct engagement between our Board and employees, facilitating questions and sharing employee experiences and views. This year, the Guild met three times, discussing topics such as what employees find great about working for Auto Trader and what they would like to see done differently; Directors' remuneration; employee engagement and trust; and sentiment around organisational changes. A key part of engaging our employees is to ensure senior leaders are visible throughout the business and accessible to staff delivering our business objectives. We aim to ensure our employees are regularly kept up to date with the key aspects of our business strategy and priorities, and understand their role in achieving them, which is important to maintaining our purpose-led culture across the business. As a result, we provide various internal communication channels including regular 'ALT' sessions led by our CEO and leadership team, as well as our bi-annual all-employee conferences.

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We have continued to embrace Connected Working, our hybrid working model which offers greater flexibility in where and how our employees work. Central to this approach is the importance we place on staying connected, while maintaining collaboration within teams and the wider Auto Trader community. In early 2026, we'll be relocating our head office to Bruntwood SciTech's Circle Square – right in the heart of Manchester's tech community. Once the fit out is completed, the purpose-built environment with state-of-the-art workspaces will not only support our employees staying connected, but it will also bring us even closer to our customers and industry peers, providing a collaborative space to share insights, data, and experiences.

### PAY AND BENEFITS PACKAGE

We offer a comprehensive pay and benefits package, including employee pension contributions up to 7%, private medical cover, income protection, life assurance and enhanced family/dependant leave provisions. In FY25 we introduced our retirement benefit to support those employees ready to transition to retirement.

Share ownership is fundamental to who we are as a business and is a great way to reward our staff, which is critical for the long-term sustainable success of our business. FY25 saw the second award of our One Auto Trader Share Award ('OATSA') scheme, an all-employee share award scheme that rewards employees with an additional 10% of their salary in shares, vesting over a three-year period. In addition, we provide an annual SAYE scheme, with 53% of our employees actively contributing to one of the current schemes.

### WELLBEING AND SAFETY OF OUR EMPLOYEES

We are committed to supporting our employees in all aspects of their health and wellbeing. We provide a comprehensive range of healthcare benefits as well as access to tools and education, mental health support and

supportive pathways to empower our employees to have more good days. During the year, people leaders have the opportunity to attend a refresher course in mental health awareness to assist them in identifying and supporting issues that relate to people's mental health and learn practical skills that can be used every day to help support team members. Access to mental health support and services is made available to all employees via trained Mental Health First Aiders and the Employee Assistance Programme.

We have a comprehensive 'Respect at Work' Policy, which emphasises the importance of maintaining a safe and respectful environment. The policy details cultural expectations and employee rights regarding bullying, discrimination and harassment, including sexual harassment, and explains our zero tolerance stance. It also outlines the reporting process and sets standards for upholding these principles outside of the workplace and during the course of employment. We provide employees with sexual harassment training and awareness sessions, including specific training on how to identify and report harassment by third parties. The training ensures that all employees understand their rights under the Equality Act 2010 and the Company's expectations regarding inappropriate behaviour.

We provide access to tools and resources to support employees with their financial wellbeing, including access to mortgage advisors and will writing services, season ticket travel loans and salary finance.

We are committed to creating a safe office environment and to achieving high standards of health and safety and to protecting our staff and others affected by our operations. Our principal objective is to prevent or minimise accidents, injury and ill health to staff, contractors and others who work at or visit our premises. We have a fully compliant Health and Safety Policy and appropriate insurance for all employees. We can report that we have had no fatalities or serious

injuries during the year, and there was no impact to our operations due to work-related incidents or work-related occupational disease. We have had no accidents reportable to RIDDOR this past financial year.

Within our Connected Working approach, we remain committed to our people's health and wellbeing. To support our employees, we make sure that their workstations are safe by completing DSE risk assessments of both office and home-based workstations and environments. These assessments ensure compliance with health and safety regulations and help to identify and minimise risks while working from home or the office.

### INVESTING IN AND SUPPORTING OUR TALENT

The quality of our people and the development of a robust and diverse talent pipeline for the future are essential to delivering our long-term growth strategy. Our objective is to attract and retain talent across the organisation, providing them with opportunities for personal growth that will help us to achieve our goals while enabling them to fulfil their potential.

We are committed to ensuring that our employees have the time and opportunity to pursue their development. To support this, we are focusing on developing our People Managers and our People team, enabling personal development plans, a coaching approach across learning, and structured programmes with self-learning. We pride ourselves on having a community focused on development where everyone can be successful. We still retain a strong level of retention and employee engagement and our attrition rate remains low at 10% (2024: 11%) when compared to industry and national averages.

We recognise that People Managers are one of our most important partners in development. As a central objective of our People team, we are investing in the development of our People Managers. Through conversations with them,



we have designed our expectations of management at Auto Trader. Our focus now is to create stronger boundaries through our policies for People Managers and a development framework to support their abilities.

Our Learning Academy is central to our community-focused development approach. We offer accessible courses for everyone across the business (including part-time and contractors). Coaching and mentoring are primary approaches for us in learning, including the training of 50 employees to be qualified coaches. Training our People Managers to be coaches is also a focus for our manager development. We offer sponsorship for professional qualifications and help our people maintain continuous professional development.

Our mandatory training covers our compliance needs, ensuring we meet legislative and regulatory requirements. We also have 'always on' sessions that support our ways of working with role-specific technical skills and soft skills. These are available for all employees and accessible through the Learning Academy system.

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### EARLY CAREERS

We have a dedicated Early Careers team which plays a vital role in nurturing the future success of Auto Trader. We take immense pride in our exceptional pipeline of talented individuals who are carefully developed to assume key roles across various departments in the business. Our team is committed to identifying opportunities, crafting innovative programmes and delivering comprehensive support to facilitate the growth and success of early careers, retraining and professional development for employees at Auto Trader.

In FY25 we welcomed 38 apprentices and graduates to the Early Careers Academy (including internal career changes). Our apprentices enjoyed great success this year and we celebrated seven apprentices completing their level 3, 4 and 6 apprenticeships.

### LEADERSHIP DEVELOPMENT

During the year we expanded our leadership team to form the Auto Trader Leadership Team ('ALT'). The ALT takes responsibility for the overall stewardship, culture and performance of Auto Trader, including our strategy and priorities and how we work together. In line with the

changes, the ALT have all taken part in an onboarding programme aiming to introduce them to their new roles.

We have continued with our Diverse Talent Accelerator programme designed to support the progression of mid-career employees.

Year	2025	2024
Hours of mandatory training	2,328	1,113
Hours of non-mandatory training	28,291	27,363
Annual cost of training <sup>1</sup>	£476k	£633k
Average cost per employee <sup>2</sup>	£376	£513
Employees studying for professional qualification	16	8
Employees on an apprenticeship/early careers <sup>3</sup>	66	71

1. This includes external trainer and platform costs, but excludes the employment costs of our in-house Learning & Development team.
2. Based on average number of employees in the Group throughout the year 1,267 (2024: 1,233).
3. As at 31 March - this excludes individuals who completed their programme during the reporting period.

### DIVERSITY AND INCLUSION

At Auto Trader, we value a diverse and inclusive workforce, which enhances our culture and business by attracting and developing talent. Diversity and inclusion unlock the full potential of our people and, consequently, our business. A mix of ideas and perspectives is essential for innovation and creating the best experience for our customers and consumers.

Diversity includes gender, sex, age, sexual orientation, disability, neurodiversity, race, ethnicity, religion, faith, marital status, social background, educational background, and way of thinking. Inclusion means being valued, respected and supported for who you are. We aim to achieve this authentically and systematically, reflected in our metrics over time. We're committed to long-term change in the technology and automotive industries, focusing on developing diverse leaders and representative workforces. We continue to strive for diverse representation at every level of the Company, with a particular focus on leadership. Our representation of women at a total company level remained consistent at 44% (2024: 44%).

This year, the percentage of women on our Auto Trader Leadership Team ('ALT') is 38% (2024: 50%). We increased the percentage of women in leadership roles to 43% as at 31 March 2025 (March 2024: 42%), as defined by the FTSE Women Leaders Review.

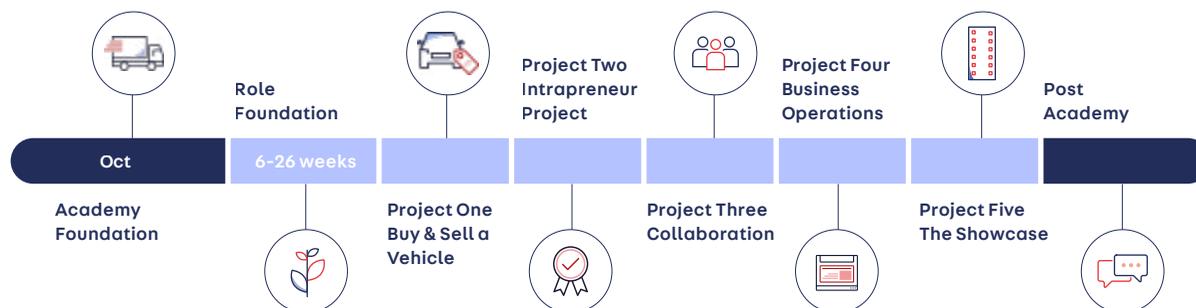
We aim to build a diverse candidate pool for internal development and succession planning by identifying diverse talent for senior roles, ensuring equitable representation. In FY25, we refined our Inclusive Culture Development Programme, designed to support us in achieving our aims. This programme focuses on enhancing our talent management, succession planning and leadership development initiatives.

We remain committed to supporting disabled and neurodiverse employees and those who become disabled during their employment with us. Recognising that everyone is unique, we provide the right support to ensure they continue to realise their full potential and develop their careers with us. Selection for employment, promotion, training and development (as well as other benefits and awards) is made based on merit, aptitude and ability and the Group does not tolerate discrimination in any form, including in relation to disabled candidates.

We are very proud that Auto Trader has continued to be recognised as a Leader of the Disability Confident Scheme and one of the Top 75 (ranking 29th) employers in the Social Mobility Employer Index by The Social Mobility Foundation, signifying our commitment to inclusivity and supporting individuals with disabilities.

### EARLY CAREERS ACADEMY

Our Early Careers Academy is designed to support the onboarding, knowledge, skills, behaviours, wellbeing and continuous development of everybody on one of our Early Careers programmes, which include graduate programmes, apprenticeships and internships.



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**INCLUSIVE CULTURE DEVELOPMENT PROGRAMME**

Auto Trader's Inclusive Culture Development Programme is a series of learning and development programmes driven throughout the business, with diversity and inclusion at their core.

**ONE AUTO TRADER – A CULTURE OF INCLUSION**

As part of Auto Trader's 'Great Start', all new starters must attend this workshop.

In one day, colleagues gain a common understanding of diversity and inclusion at Auto Trader, meet representatives from our Employee Networks and explore different biases and how to call out behaviour that goes against inclusion.

**INCLUSIVE RECRUITMENT**

When it comes to recruitment and selection, all those that are part of the hiring process take part in a full day workshop around inclusive recruitment. These sessions raise awareness of bias, share best practice, introduce our scoring frameworks and allow assessors to develop their shortlisting and interview skills.

**INCLUSIVE LEADERSHIP**

This is aimed at equipping leaders with the 'know how', skills and insights required to lead diverse teams in an inclusive way. Leaders are educated on the benefits of leading inclusively and are equipped with the tools to enhance their leadership style which will inspire them to re-evaluate how they lead others and create an inclusive culture across Auto Trader.

**DIVERSE TALENT ACCELERATOR PROGRAMME ('DTA')**

The aim of DTA is to accelerate the progression of high potential talent in order to create a pipeline of diverse future leaders.



The programme offers a range of experiential and group learning, coaching and sponsorship.

We encourage undiscovered talent to apply, particularly colleagues from groups that are under-represented in our senior leadership teams including those that are people of colour, women, LGBT+, disabled and neurodiverse, and from a lower socio-economic background.

**THE BLACK EXPERIENCE**

The workshops were designed and are being delivered by the People team in collaboration with our black employees and aim to increase awareness and appreciation of the challenges black employees face in and out of the workplace. Through the workshops we also aim to highlight the behaviours that people leaders can utilise in order to enhance black inclusion.

**NEURODIVERSITY AND MENTAL HEALTH MANAGER AWARENESS**

On top of the general Mental Health Awareness training, we have recently launched Neurodiversity and Mental Health Manager Awareness training, which is specially designed to empower People Managers with the knowledge and confidence to engage in meaningful conversations about neurodiversity and mental health in the workplace.

**DRIVING DIVERSITY AND INCLUSION THROUGH OUR EMPLOYEE-DRIVEN NETWORKS**

A core part of our people and culture strategy is centred around our employee-driven networks. Everyone at Auto Trader is encouraged to join one of these networks. The networks and their leaders are a core part of our culture, helping to welcome employees when they join our organisation, empowering team members to thrive and spearheading outreach programmes that support our local communities. We ensure each network has a senior leadership sponsor to help drive change and champion network initiatives.



The Career Kickstart Network brings together employees in their early careers from across the business to learn and grow together through shared experiences, resources and discussion.



Our Disability & Neurodiversity Network continues to create a more accessible and inclusive environment for our employees. 13.3% (2024: 13.5%) of our employees have disclosed a disability or neurodiverse condition. The network partners with various charities including Research Institute for Disabled Consumers, Speed of Sight and the Business Disability Forum to educate employees and raise awareness.



The Ethnicity Network brings together employees from across the business to raise awareness and drive positive change for our employees, customers and communities who are currently under represented ethnically. With an aim to create an even more inclusive workplace where everyone feels valued, respected and empowered to contribute to their fullest potential.



Our LGBT+ Network representation is currently 10.8% (2024: 10.0%) and the network has continued to support our employees and connect with local LGBT+ charities, including The Proud Trust and the George House Trust.



Through building an internal community within the business, the Parents' Network helps create an environment for employees to support each other in navigating the challenges of being working parents.



Our Social Mobility Network is focused on understanding how socio-economic background can influence individuals in the workplace and working to remove barriers and open opportunities. Auto Trader has signed the Social Mobility Pledge, committing to putting social mobility at the heart of what we do, with 74% of our people sharing social mobility data.



Our Women's Network is focused on improving and evolving representation of women at all levels in Auto Trader, the automotive industry and the digital communities within which we operate, by recruiting, retaining and developing female talent.

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### GENDER AND ETHNICITY DIVERSITY

As at 31 March 2025, Board membership is comprised of six women and three men, exceeding the FTSE Women Leaders Review recommendations and FCA Listing Rules requirements, which have a target of 40% women's representation. A woman is appointed as Senior Independent Director, meeting the targets set out in the Listing Rules at LR 9.8.6 (9)(a). Two Board members are from an ethnically diverse background, meeting the recommendation of the Parker Review.

The percentage of the total company who are from an ethnically diverse background has increased from 17% to 19% during the year, with the percentage of those from an ethnically diverse background in leadership increasing from 6% to 10%, although changes to our Auto Trader Leadership Team ('ALT') have contributed to the increase. We remain committed to increasing ethnically diverse representation in leadership. As was the case with women, we are focused on our recruitment processes, the majority of which are in lower level roles, and how we develop and promote a diverse group of individuals through the organisation.

Last year, the Parker Review extended its scope to senior management, asking the FTSE 350 to set a percentage target for senior management positions that will be occupied by ethnic minority executives in December 2027. We have set a target of 10% for ethnically diverse senior management (ALT and ALT-1) to be achieved by March 2027 in line with the Parker Review.

	As at 31 March 2025										As at 31 March 2024							
	Board			Executive management ALT <sup>2</sup>		ALT direct reports <sup>3</sup>		Total Company		Board			Executive management OLT <sup>2</sup>		OLT direct reports		Total Company	
	Number	%	Number of senior positions <sup>1</sup>	Number	%	Number	%	Number	%	Number	%	Number of senior positions <sup>1</sup>	OLT <sup>2</sup>	%	Number	%	Number	%
Men	3	33%	3	11	61%	50	56%	721	56%	4	44%	4	4	44%	41	59%	701	57%
Women	6	67%	1	7	39%	40	44%	562	44%	5	56%	-	5	56%	28	41%	548	43%
Non binary/other	-	-	-	-	-	-	-	7	-	-	-	-	-	-	-	-	6	-

	As at 31 March 2025										As at 31 March 2024							
	Board			Executive management ALT <sup>2</sup>		ALT direct reports		Total Company		Board			Executive management OLT <sup>2</sup>		OLT direct reports		Total Company	
	Number	%	Number of senior positions <sup>1</sup>	Number	%	Number	%	Number	%	Number	%	Number of senior positions <sup>1</sup>	OLT <sup>2</sup>	%	Number	%	Number	%
White British or other	7	78%	3	17	94%	73	81%	948	74%	8	89%	4	9	100%	59	86%	909	72%
Mixed ethnic groups	-	-	-	-	-	1	1%	36	3%	-	-	-	-	-	-	-	26	2%
Asian /Asian British	2	22%	1	1	6%	7	8%	144	11%	1	11%	-	-	-	4	6%	129	10%
Black/ African /Caribbean /Black British	-	-	-	-	-	2	2%	50	4%	-	-	-	-	-	1	1%	42	3%
Other	-	-	-	-	-	-	-	16	1%	-	-	-	-	-	-	-	19	2%
Not disclosed	-	-	-	-	-	7	8%	96	7%	-	-	-	-	-	5	7%	130	11%

1. Senior positions defined as CEO, CFO, SID and Chair of the Board.

2. Excludes CEO, COO and CFO who are included in the Board numbers.

3. In 2025 we extended our leadership team from 12 individuals (previously our Operational Leadership Team, 'OLT') to 21 individuals (now called our Auto Trader Leadership Team, 'ALT'). We define leaders as those who are on our ALT and its direct reports, excluding those with senior and principal job titles in Product & Tech.

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### GENDER AND ETHNICITY PAY GAP

We released our fifth combined Gender and Ethnicity Pay Gap Report 2024 (published in November 2024, reporting the pay gap as at 5 April 2024). 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. You can read our Gender and Ethnicity Pay Gap Report on our corporate website (plc.autotrader.co.uk).

We are pleased to report that we continue to make progress in reducing our gender pay gaps. Our mean gender pay gap decreased by 0.2% (2023: 2.3% decrease), and our median pay gap decreased by 0.7% (2023: 3.3%). We continued to make good progress during the reporting period in retaining women in upper quartiles within our business, with only 15% of leavers coming from this group, compared to 53% for men.

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. 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. We do however recognise that there is still work to do here, specifically maintaining that equal representation when hiring into senior roles.

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 of ten 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 2023 and March 2024 moving up a quartile compared to 17% of men.

During the reporting period, 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 quartile.

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. Nevertheless, we are pleased to report that 43% of our Early Career intake during the reporting period 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.



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'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. Our mean disability pay gap for the reporting period was 5.9% with the median disability pay gap being 1.9%.

As this is our first year of reporting, we currently lack comparable figures. 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.

**43%**  
of our Early Career intake last year were from ethnically diverse backgrounds

**52%**  
of all new starters were women

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### MAKING A DIFFERENCE TO OUR COMMUNITIES AND THE INDUSTRIES WE OPERATE IN

Our Auto Trader community shapes our culture and we are committed to making a difference and having a positive impact on the communities we operate in.

This year we are celebrating 10 years of our Make a Difference Guild. The Guild is committed to empowering our employees to support national and local charities and communities, supporting the causes that are close to their hearts and delivering real and visible change to our communities.

Employees can take up to two days a year to volunteer in the community. This year 606 days were taken by our employees to volunteer in the community. Our Auto Trader Community Funds aim to deliver financial support to local community groups and charities in our office locations of Manchester, London, Hemel Hempstead and across the UK.

Through our AT Sponsorships we continue to support employees' and customers' fundraising efforts and we also provide funding for sports equipment and kit sponsorship for our employees and their families. Our employees can also support charities close to their hearts through payroll giving, with 20% of employees choosing to donate to charities using this method. Auto Trader supports this further through match funding up to £5 per month for every employee signed up to payroll giving and also by entering all employees who are signed up into a monthly prize draw with the chance to win a further £500 for the employee's chosen charity.

With Auto Trader operating in both the automotive and technology industries, we continue to partner with the charity BEN, making a significant contribution to the charity on behalf of our customers and partners. BEN is a key charity supporting the automotive industry with the aim to offer life-changing support which empowers people to take control of their mental and physical health. This year we have continued our partnership with Speed of Sight, a local charity that gives life-changing driving

experiences for the blind and disabled, running track events for people of all ages regardless of ability or disability.

To help tackle digital exclusion, we work with local charities to repurpose our laptops and devices. This allows us to repurpose our old tech efficiently and sustainably, while supporting communities and individuals to tackle digital poverty and promote digital inclusion.

We have continued our partnership with Forever Manchester who support us in running our well established Auto Trader Community Fund. The fund provides support for a wide range of community projects across Greater Manchester, delivering meaningful social impact to a wide range of grassroot community projects. This year we also worked with Forever Manchester to set up the Auto Trader Digital Inclusion Fund. Through the fund, we are thrilled to have supported four local charities in the Greater Manchester area. These charities will each be using the funds to run technical workshops and programmes in order to upskill members of the local community and reduce the digital divide.

We are proud to be a member of the Automotive 30% Club, a group focused on increasing the representation of women in the automotive industry, focusing on recruiting, retaining, and developing female talent within the industry. Catherine Faiers, COO at Auto Trader, is a patron of the Automotive 30% Club, and this year was named as the winner of the Automotive 30% Club IMI Inspiring Automotive Woman of the Year Award.

To further support the goals of the Automotive 30% Club, this year we launched a new award category, Auto Trader Woman of the Year, as part of our annual Auto Trader Retailer Awards, designed to recognise the exceptional women in automotive retail. The award will celebrate an inspiring woman working within an operational management role in a retail organisation who is delivering results and destined to be a future leader. We also collaborated with the Automotive 30% Club and the Consent Collective to spearhead a new initiative, 'Great Events for All', to educate

the automotive industry on sexual harassment and consent to ensure industry events are safe and inclusive. We have continued with our podcast series, 'Women in the driving seat', that explores the challenges and successes of women in the automotive industry.

This year, we collaborated with DigitalHER, DigitalFutures, and GM Enterprise Advisors to host Career Safari days at our Manchester office. Young people from Greater Manchester enjoyed career talks, activities, sponsorship, and workshops. We also launched Curiosity Camps with DigitalHER for women interested in tech careers. We've committed to supporting young women at the start of their tech careers through MentorHER and we also worked with Pursuing Individual Excellence, reaching students through networking events. We actively support the Manchester Baccalaureate and are a Cornerstone Employer in the GM network. Colleagues are encouraged to be STEM Ambassadors and volunteer as mentors with the Social Mobility Foundation.

Over the past year, Auto Trader has hosted a variety of meetups in our dedicated event space, bringing together data, design, delivery and tech community groups. This reflects our commitment to supporting community engagement and knowledge sharing within Manchester. We've built strong relationships with groups like PyData, Natter UX, and Manchester Java Community through recurring events and ongoing sponsorship, helping them thrive and continue enriching the local tech and design communities.

This year, we have hosted various events to highlight the importance of social mobility: we hosted an event encouraging more tech businesses to consider the importance of social mobility; and our Social Mobility Network ran a series of events in the run up to Social Mobility Awareness Day to lift the lid on class and address social mobility imbalance in the tech industry. The Tech Charter recently reported that only 9% of tech employees are from a lower working class background. This compares with 33% of employees at Auto Trader, but despite this,

we still have work to do to better represent the communities within our reach, with the national average sitting at 39%.

At Auto Trader, we are passionate about educational outreach and supporting students in our local communities. Throughout the year we hosted 30 students from Manchester schools and colleges for work experience. During National Careers Week and to celebrate International Women's Day, colleagues from Auto Trader went back to school to deliver talks and interactive sessions, reaching over 250 students. We've also given talks on apprenticeships at local colleges and hosted college students at our offices. We are a member of the Manchester Enterprise Advisor Group and are matched with two schools in Manchester to support with career strategy. We also offer a five day friends and family work experience.



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