

Pay Gap Reporting 2026

We are going beyond disclosure, setting out the actions we will take to drive sustainable change



1. The view from our CEO

Driving Change Together. Responsibly. is more than our company purpose. It is a commitment I believe should be reflected in how we lead, how we support our people and how we create opportunities for everyone to thrive and perform at their best.

Publishing our gender pay gap, alongside our voluntary ethnicity and disability pay gap data, is an important part of our commitment to transparency. But reporting the figures alone is not enough. That is why we are going beyond disclosure, setting out the actions we will take to drive sustainable change and demonstrate meaningful progress.

Our 2026 figures show encouraging progress, but they also highlight where we need to do more. Representation at different levels of the business remains a key driver of our pay gaps, while share-related payments can contribute to significant year-to-year movement. Looking beyond those annual fluctuations, our focus is on understanding the underlying causes and taking sustained action to address them.

This year, our ethnicity pay gap continued to improve. The mean gap reduced from 17.0% to 16.1% and the median gap reduced from 16.9% to 15.5%, reflecting stronger pay growth for ethnically diverse colleagues and increased representation in the upper pay quartiles.

Our gender pay gap remained relatively stable. The mean hourly pay gap increased slightly from 8.4% to 8.8%, while the median gap reduced marginally from 13.2% to 13.1%. Women now represent 42.6% of our workforce, with continued improvement in representation across the pay quartiles.

Our disability pay gap increased this year, with the mean gap rising from 4.7% to 7.7% and the median gap increasing from 3.7% to 7.0%. At the same time, our disability disclosure rate increased to 93.5%, providing a more complete understanding of our workforce and where action may be needed.

We are building on initiatives such as our Diverse Talent Accelerator, inclusive recruitment practices, representation targets and menopause support, while introducing new actions focused on targeted support for diverse talent and addressing workplace barriers for colleagues experiencing menopause. We know meaningful change will take sustained effort over multiple reporting cycles, and these actions form part of our long-term approach.

We are encouraged by the progress we are making and honest about where challenges remain. We are committed to turning insight into action, measuring the impact of our work and being transparent about our progress.

I confirm that this report accurately reflects our pay gaps and meets all statutory reporting requirements.

Nathan Coe
CEO Autotrader

We are committed to turning insight into action



2. Our Pay Gap Data

This section shares our key pay gap figures for **Autotrader Limited**, based on the snapshot date of 5 April 2026. It includes our statutory gender pay gap alongside the ethnicity and disability pay gaps we report voluntarily. Looking at these measures together helps us understand where we are making progress, where gaps remain and where further action is needed.

Overall, our 2026 data shows progress in some areas and continued challenges in others. We have seen the clearest progress in our hourly ethnicity pay gaps and continued improvement in women's representation across parts of the pay distribution. Some year-on-year movements, particularly in bonus gaps, are more difficult to compare because they are more heavily influenced by share-related payments, including Share Incentive Plan awards and vested shares, which can make comparisons between years more volatile.

Our focus remains on the factors that will make the biggest long-term difference: inclusive hiring, supporting development and progression, and improving representation across all levels of the business.

The figures show where we are now, but they are only one part of the story. The next section explores the factors influencing our pay gaps and how our long-term strategy is designed to improve representation over time.



The overall representation of women at Autotrader Limited is 42.6%

Headline Pay Gap Figures
(Snapshot Date: 5 April 2026)

Gender pay gap reporting compares average pay and bonus outcomes for men and women across the business. It does not compare the pay of people doing the same role. The figures are therefore strongly influenced by the representation of men and women across different roles and levels of the business.

Hourly Gender Pay Gap:

- The mean hourly gender pay gap increased to **8.8%**, from 8.4% in 2025.
- The median hourly gender pay gap reduced to **13.1%**, from 13.2% in 2025.

Gender Bonus Pay Gap:

- The mean gender bonus gap moved to **-2.3%**, meaning the average bonus was higher for women than for men.
- The median gender bonus gap increased to **21.3%**, from 19.3% in 2025.

Ethnicity Hourly Pay Gap:

- The mean ethnicity pay gap reduced to **16.1%**, from 17.0% in 2025.
- The median ethnicity pay gap reduced to **15.5%**, from 16.9% in 2025.

Ethnicity Bonus Pay Gap:

- The mean ethnicity bonus gap increased to **48.9%**, from 20.0% in 2025.
- The median ethnicity bonus gap increased to **27.1%**, from 20.3% in 2025.

Disability Pay Gap:

- The mean disability pay gap increased to **7.7%**, from 4.7% in 2025.
- The median disability pay gap increased to **7.0%**, from 3.7% in 2025.
- The disability disclosure rate also increased to 93.5%, from 89.0% in 2025, giving us a more complete view of our workforce.



Key achievements of the Women's Network in 2026:

Our Women in Software Engineering (WiSE) community helps women in technology connect, learn from role models and develop their skills. For Ada Lovelace Day, we hosted 85 young women interested in coding, offering hands-on activities and insights into technology careers.

Our wider educational outreach work includes partnerships with organisations such as DigitalHER and Digital Futures, alongside mentoring, school events and workshops that encourage underrepresented groups to consider careers in technology.

We also partner with the Automotive 30% Club, supporting greater representation of women in leadership in the wider Automotive industry, and our Women's Network has hosted sessions to help women develop their confidence and skills in using AI.

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.

3. Understanding Our Pay Gap

To understand our pay gaps, we need to look at the make-up of our workforce, where people sit across pay levels, and the impact of share awards. As a technology business, our workforce profile also reflects some of the wider representation challenges within the technology sector, where specialist and senior roles have historically had higher representation of men. This influences representation in our higher-paid roles and, in turn, our pay gap figures.

Our long-term focus is to build a more diverse pipeline of talent and create fair opportunities for people to progress. Sustainable progress depends on improving representation at all levels of the business, so our approach focuses on the underlying factors that shape our workforce rather than solely on year-to-year movements in the reported figures.

What is shaping our hourly pay gaps

Gender hourly gap:

Our mean hourly gender pay gap increased from 8.4% to 8.8%. The year-on-year movement was influenced by a small number of higher-value share payments in the previous year, which makes comparisons between years more volatile. Our median hourly gender pay gap reduced from 13.2% to 13.1%. This was supported by stronger average pay growth for women across the business, alongside more men joining in entry-level roles.

Ethnicity hourly gap:

Our ethnicity hourly pay gap improved this year. The mean gap reduced to 16.1% and the median gap reduced to 15.5%. This reflects stronger year-on-year pay growth for ethnically diverse colleagues and increased representation in higher pay quartiles. The gap is also influenced by workforce changes, with the pay gap among colleagues leaving the business higher than among those joining.

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Mean Gender Hourly Pay Gap

8.8% ▲+0.4%

2026	8.8%
2025	8.4%
2024	9.6%
2023	9.8%

Median Gender Hourly Pay Gap

13.1% ▼-0.1%

2026	13.1%
2025	13.2%
2024	14.9%
2023	15.6%

Mean Ethnicity Pay Gap

16.1% ▼0.9%

2026	16.1%
2025	17.0%
2024	18.0%
2023	15.5%

Median Ethnicity Pay Gap

15.5% ▼-1.4%

2026	15.5%
2025	16.9%
2024	19.8%
2023	15.6%

Our long-term focus is to build a more diverse pipeline of talent

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Salary Quartiles	% Women 2023	2024	2025	**2026**
Lower quartile	53.3%	53.2%	52.5%	**52.0%**
Lower middle quartile	44.5%	44.4%	46.6%	**47.2%**
Upper middle quartile	32.9%	36.7%	38.0%	**39.1%**
Upper quartile	35.0%	35.6%	34.6%	**34.8%**
Total % of the workforce	41.4%	42.5%	42.9%	**42.6%**



Key achievements of the Ethnicity Network in 2026:

Autotrader's Ethnicity Network celebrates and elevates ethnically diverse colleagues from across the business through initiatives such as the 'Spotlight On' series, highlighting colleagues' impact and contribution across the business. The network has promoted inclusion and cultural awareness through their AT Languages sessions, partnerships with Black Ballad, and engagement with Race Equality Matters.

It also supports industry-wide change through Change the Race Ratio and delivers educational outreach activities during Black Inclusion Week, including school insight days, role model events, volunteering and programmes designed to inspire and support Black talent into technology and leadership careers.



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.



Key achievements of the Parents Network in 2026:

This year, our parents network began the ‘Parent Buddy’ programme, which connects expectant and new parents with experienced parent volunteers across the business. Buddies provide informal support, guidance, signposting and a friendly point of contact throughout pregnancy, family leave and the transition back to work.

Parents’ Network

The Parents Network provides a place for AT colleagues to come together, share experiences, challenges and support for one another. It provides tools and resources to help working families navigate the challenges of juggling work and family life.

Understanding bonus changes

At Autotrader, bonus gaps can fluctuate more significantly from year to year because the majority of bonus value comes from share-related payments, including Share Incentive Plan awards and vested shares, alongside a small number of cash bonuses. In pay gap reporting, these share-related payments are included within the bonus figures.

This is why we look at both the mean and the median: the mean captures the impact of a smaller number of higher-value payments, while the median provides a better indication of the typical bonus received across the workforce.

Gender bonus gap:

Our mean and median gender bonus gaps tell different stories this year. The mean gap moved to -2.3%, meaning the average bonus was slightly higher for women than for men. This was influenced by a small number of higher-value Share Incentive Plan awards vested by women in senior roles.

By contrast, the median gap was 21.3%, meaning the typical bonus remained lower for women than for men. Together, these measures show how a small number of higher-value awards can influence average outcomes, while the median provides a view of the typical bonus across the wider workforce.

Ethnicity bonus gap:

Our mean ethnicity bonus gap increased to 48.9%, compared with 20.0% last year, with the average bonus higher for White colleagues than for Ethnically Diverse colleagues. The increase was influenced by a small number of higher-value legacy share awards, which were more concentrated among White colleagues.

The median ethnicity bonus gap also increased to 27.1%, meaning the typical bonus was lower for Ethnically Diverse colleagues than for White colleagues. This was influenced in part by some Ethnically Diverse colleagues joining the business after the original eligibility date for these share awards.

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Mean Gender Bonus Pay Gap

-2.3% ▼-17.5%

2026	-2.3%
2025	15.2%
2024	14.7%
2023	4.9%

Median Gender Bonus Pay Gap

21.3% ▲+2.0%

2026	21.3%
2025	19.3%
2024	56.4%
2023	0.0%

Mean Bonus Pay Gap Between White and Ethnically Diverse Employees

48.9% ▲+28.9%

2026	48.9%
2025	20.0%
2024	50.7%
2023	56.3%

Median Bonus Pay Gap Between White and Ethnically Diverse Employees

27.1% ▲+6.8%

2026	27.1%
2025	20.3%
2024	-173.0%
2023	0.0%

Proportion of White and Ethnically Diverse Employees receiving bonus

	2026	2025	2024	2023
Ethnically diverse	**80.9%**	75.3%	1.9%	96.4%
White	**86.4%**	86.2%	6.1%	96.8%



Understanding the disability pay gap

Our disability pay gap increased this year. The mean gap rose to 7.7% and the median gap rose to 7.0%. Our analysis suggests this was primarily influenced by the representation of disabled colleagues across different pay levels, particularly within the upper pay quartile, as well as differences in pay progression among colleagues included in both this year's and last year's reporting populations.

At the same time, our disability data disclosure rate improved from 89.0% to 93.5%, which gives us a more complete picture of our workforce and greater confidence in understanding where targeted action may be needed.

Taken together, the data reinforces the importance of a long-term approach. Pay gaps are influenced by representation, progression and in some cases the timing of share-related payments. As a result, meaningful and sustainable change will not happen through one action or in a single reporting year. Our focus remains on creating an inclusive environment where diverse colleagues can join, develop and progress at Autotrader, while continuing to monitor the data and evaluate the impact of our actions over time.

Autotrader Group plc Voluntary Pay Gap History

Alongside our statutory reporting for Autotrader Limited, we also share pay gap figures for Autotrader Group plc. This gives a collective view across Autotrader Limited, Autorama UK Ltd, Blue Owl Ltd and the Autotrader Group Executive Directors.

Group Reporting Lens	2023	2024	2025	**2026** (YoY)
Gender Mean Hourly Gap	14.9%	11.4%	10.8%	**12.1% (+1.3%)**
Gender Median Hourly Gap	17.1%	16.6%	14.5%	**13.9% (-0.6%)**
Ethnicity Mean Hourly Gap		18.2%	17.5%	**16.8% (-0.7%)**
Ethnicity Median Hourly Gap		15.0%	14.5%	**14.0% (-0.5%)**
Disability Mean Hourly Gap			8.8%	**10.7% (+1.9%)**
Disability Median Hourly Gap			6.1%	**8.2% (+2.1%)**

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Mean Disability Pay Gap

7.7% ▲+3.3%

2026	7.7%
2025	4.7%
2024	3.4%

Median Disability Pay Gap

7.0% ▲+4.3%

2026	7.0%
2025	3.7%
2024	4.9%

Our focus remains on creating an inclusive environment

Key achievements of the Disability and Neurodiversity Network in 2026

As a Disability Confident Leader, we actively encourage candidates to request adjustments throughout recruitment and provide clear support guidance across our careers site, candidate communications, and assessment materials. We operate the Disability Confident Guaranteed Interview Scheme, working with individuals to understand what helps them perform at their best by focusing on adjustments rather than diagnoses.

Autotrader's Disability & Neurodiversity Network works with external organisations including Neurodiversity in Business and the Neuro Inclusive Organisations Network to share learning and drive more inclusive practices. The network has also championed the introduction of the Inclusion Passport, helping colleagues access personalised support and workplace adjustments.

Through the Networks Live event and other awareness events, colleagues discussed practical adjustments, the accessibility considerations that have been made in our office environment and encouraging open conversations about disability and neurodiversity to help everyone perform at their best.



Disability and 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.

4. Our 2026/27 Action Plan

Our 2026/27 action plan sets out the practical steps we are taking to help address our gender, ethnicity and disability pay gaps over time. The plan focuses on strengthening inclusive hiring, supporting development and progression, and creating an environment where colleagues from all backgrounds can thrive. Although this reporting requirement is currently voluntary, we have chosen to publish our actions now as part of our commitment to continuous improvement.

Embedded actions

What's built into our culture

Embedded

Our Cultural KPIs

Representation and tracking

Tracking representation through a progression lens

We actively monitor and set targets for gender and ethnicity representation across our overall workforce and at leadership level. This helps us understand whether colleagues from different backgrounds are progressing into more senior roles.

Embedded

Menopause support

Menopause support

Supporting our colleagues experiencing menopause

The Bupa Menopause Plan, financially supported by the business, provides access for all to expert clinical advice, personalised support and guidance tailored to individual needs, including advice on appropriate treatment options through Bupa.

Embedded

Inclusive recruitment

Inclusive recruitment

Tracking representation through a progression lens

Hiring managers and assessors complete practical inclusive recruitment training covering interviewing, unconscious and accent bias, reasonable adjustments, structured assessment, social mobility barriers, and evidence-based decision-making. We also provide recruitment planning frameworks, assessment resources, and ongoing resourcing support for fair, objective, and consistent decisions.

Embedded

Diverse Talent Accelerator (DTA)

Development

Supporting development of diverse talent

A development programme which supports high-potential, mid-career diverse colleagues who aspire to progress into leadership or develop their leadership style at Autotrader. Addressing barriers around confidence, resilience, and leadership, DTA pairs participants with coaches and sponsors to unlock opportunities.

New actions

Accelerating our progress

New for 2026/27

Enhancing menopause support

Menopause support

Supporting our colleagues experiencing menopause

Introduce a menopause risk assessment to help us identify and regularly review workplace factors that may affect women experiencing menopause symptoms. Alongside this, we will provide managers with practical guidance on recognising barriers, responding effectively and signposting colleagues to specialist advice and workplace adjustments.

ALT Sponsor: Chief People & Operations Officer
Measure: Success measured by company rollout and delivery of the recommended actions

New for 2026/27

Developing diverse future leaders

Development

Success planning for our diverse future leaders

As part of our ongoing commitment to developing and retaining diverse talent, we are exploring how we can continue to invest in colleagues from underrepresented backgrounds in more senior roles, offering a tailored approach to their development. By maintaining meaningful development pathways, we aim to strengthen our leadership pipeline, increase representation at senior levels, and ensure talented colleagues are well prepared to step into key roles as opportunities arise across the business.

ALT Sponsor: People & Culture Directors
Measure: Success measured by retention and the progression of colleagues





Appendix: How we calculate our pay gaps

Our statutory gender pay gap figures are based on colleague data from 5 April 2026 for Autotrader Limited. For hourly pay, we include all full pay relevant colleagues who were eligible to be included under the reporting rules. For bonus pay, we include all colleagues who received a bonus during the 12 months from 6 April 2025 to 5 April 2026.

What we mean by relevant employees

Under the gender pay gap reporting rules, "relevant employees" means everyone employed on the snapshot date who needs to be included in the reporting population. This excludes colleagues who were on reduced or nil pay during the snapshot pay period. This can include people on maternity leave, shared parental leave, adoption leave, sick leave or other types of leave where their pay was temporarily reduced.

As women are more likely to be on maternity leave, this rule can sometimes remove a disproportionate number of women from the hourly pay calculations for that year. It is important context when comparing year-on-year movement, as changes in who is counted can affect the reported hourly pay gap as well as changes in pay itself. UK gender pay gap reporting currently requires us to report using male and female categories. We have used this approach consistently over time, so our 2026 figures can be compared with previous years. We recognise that this is a limitation of the current reporting framework and that this language may not reflect how every colleague identifies. We are committed to treating all colleagues with respect and dignity, and we handle personal data carefully and in line with privacy requirements.

We also voluntarily report ethnicity and disability pay gaps because transparency helps us understand our workforce better, track progress over time, and focus our inclusion work where it can have the most impact.

We are also aware that the government may consider whether future reporting should include a metric on outsourced workers. This is not part of the current reporting requirements, but we have started reviewing the work we outsource and whether the businesses we work with publish pay gap data.

Understanding the calculations: a quick guide

- **Mean gap:** This compares the average pay or bonus for two groups. We calculate it by adding up the pay or bonus amounts in each group, then dividing by the number of people in that group.
- **Median gap:** This compares the person in the middle of each group when everyone is lined up from lowest to highest pay. It helps show the typical difference between groups because it is less affected by very high or very low payments.
- **Pay quartiles:** We rank colleagues from lowest to highest hourly pay, then split the list into four equal groups. This helps us see how representation changes across different pay levels in the workforce.


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