



CarGurus Earns Top Score in Human Rights Campaign Foundation's 2022 Corporate Equality Index

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CarGurus earns 100 on the Human Rights Campaign Foundation's annual assessment of LGBTQ+ workplace equality

CAMBRIDGE, Mass., Jan. 27, 2022 (GLOBE NEWSWIRE) -- CarGurus, Inc. (Nasdaq:CARG), a multinational, online automotive platform for buying and selling vehicles, proudly announced that it received a score of 100 on the Human Rights Campaign Foundation's 2022 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. CarGurus joins the ranks of over 840 major U.S. businesses that also earned top marks this year.

"CarGurus is thrilled and honored to be recognized as a best place to work for LGBTQ+ equality," said Andrea Eldridge, Chief People Officer at CarGurus. "Earning a top score on the 2021 Human Rights Campaign's Corporate Equality Index is a testament to the outstanding work our teams are doing to cultivate a more diverse, equitable, and inclusive workplace. We're truly committed to building a community where everyone can grow and thrive."

"When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ+ workers—from the factory floor to corporate headquarters, in big cities and small towns—could have access to the policies and benefits needed to thrive and live life authentically," said Jay Brown, Human Rights Campaign Senior Vice President of Programs, Research and Training. "We are proud that the Corporate Equality Index paved the way to that reality for countless LGBTQ+ workers in America and abroad. But there is still more to do, which is why we are raising the bar yet again to create more equitable workplaces and a better tomorrow for LGBTQ+ workers everywhere. Congratulations to CarGurus for achieving the title of 'best places to work for LGBTQ+ equality' and working to advance inclusion in the workplace."

The results of the 2022 CEI showcase how 1,271 U.S.-based companies are not only promoting LGBTQ+-friendly workplace policies in the U.S., but also for the 56% of CEI-rated companies with global operations who are helping advance the cause of LGBTQ+ inclusion in workplaces abroad. CarGurus' efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and the designation as one of the *Best Places to Work for LGBTQ+ Equality*.

In 2002, the first year of the CEI, only 13 companies achieved a top-score, demonstrating the incredible impact the CEI has had on the business world over its 20-year life. This year's CEI reflects growth across every measurement category, from the adoption of inclusive non-discrimination policies, to equitable healthcare benefits for transgender employees.

The CEI rates employers providing these crucial protections to over 20 million U.S. workers and an additional 18 million abroad. Companies rated in the CEI include Fortune magazine's 500 largest publicly traded businesses, American Lawyer magazine's top 200 revenue-grossing law firms (AmLaw 200), and hundreds of publicly and privately held mid- to large-sized businesses.

The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities;
- Equitable benefits for LGBTQ+ workers and their families;
- Supporting an inclusive culture; and,
- Corporate social responsibility.

The full report is available online at www.hrc.org/cei.

About CarGurus

CarGurus (Nasdaq: CARG) is a multinational, online automotive platform for buying and selling vehicles that is building upon its industry-leading listings marketplace with both digital retail solutions and the CarOffer online wholesale platform. The CarGurus marketplace gives consumers the confidence to purchase or sell a vehicle either online or in-person; and gives dealerships the power to accurately price, effectively market, instantly acquire and quickly sell vehicles, all with a nationwide reach. The company uses proprietary technology, search algorithms and data analytics to bring trust, transparency, and competitive pricing to the automotive shopping experience. CarGurus is the most visited automotive shopping site in the U.S. (source: Comscore Media Metrix® Multi-Platform, Automotive – Information/Resources, Total Visits, Q3 2021, U.S.).

CarGurus also operates online marketplaces under the CarGurus brand in Canada and the United Kingdom. In the United States and the United Kingdom, CarGurus also operates the Autolist and PistonHeads online marketplaces, respectively, as independent brands. To learn more about CarGurus, visit www.cargurus.com and for more information about CarOffer, visit www.caroffer.com.

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About the Human Rights Campaign Foundation

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges

partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.

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Source: CarGurus, Inc.