

2020



CORPORATE SOCIAL RESPONSIBILITY REPORT



About CarGurus

CarGurus 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 also operates online marketplaces in Canada and the United Kingdom.

At CarGurus we are aware of the impact we have on the environment and the community around us. We are committed to growing responsibly by integrating sustainable practices into every aspect of our business and its operations, globally. We always challenge ourselves to continuously improve upon our environmental, social and governance (“ESG”) efforts and lead by example.

Our Core Values

WE ARE

PIONEERING

WE ARE

TRANSPARENT

WE ARE

DATA-DRIVEN

WE MOVE

QUICKLY

WE ARE

COLLABORATIVE

WE HAVE

INTEGRITY



About this report

This Corporate Social Responsibility (“CSR”) Report covers CarGurus’ ESG activities during our 2020 fiscal year, unless otherwise specified.

We believe that this CSR Report is an important step in disclosing CarGurus’ ESG efforts. Moving forward, we will continue to invest in our employees, culture and community, and we expect to consider and report on ESG factors as they evolve within the Company. In preparing this CSR Report and selecting the topics and metrics to include, we have referenced the reporting frameworks developed by the Sustainability Accounting Standards Board (“SASB”). Please see the Appendix to this CSR Report for our SASB disclosures for our 2020 fiscal year. As used in this CSR Report and in the Appendix thereto, the terms “CarGurus,” “the Company,” “we,” “us,” and “our” mean CarGurus, Inc. unless the context indicates otherwise.

For questions or for more information, please visit the Investor Relations section of our website, <https://investors.cargurus.com>, or email investors@cargurus.com.



A message from our CEO

At CarGurus, we give people the power to reach their destination, enabling consumers and dealers with the confidence and tools to buy or sell any vehicle, anywhere, at the right price, and in the right way for them. We are driven by our pioneering mindset, collaborative approach, and our commitment to transparency. Importantly, we believe in keeping integrity at the heart of everything we do; acting responsibly and considering the impact of our actions on each other, our customers, and the world around us. With those values in mind, I am honored to share CarGurus' first CSR Report.

At the outset of 2020, it would have been nearly impossible to predict how the year would evolve unlike any other. As a society, we navigated a global pandemic, tragic events of systemic racial violence and injustice, environmental disasters, contentious social, economic, and political issues, and so much more. During this time, as a company, we saw the need to step up our efforts to listen, learn, and evolve in ways that support putting people and community first. We learned that it's never too late to stand up and speak up in pursuit of meaningful change, and I'm proud of the way our company handled these unprecedented moments. Despite the challenges we have and will continue to face, I'm inspired by our employees' and customers' resiliency, adaptability, and drive.

This Report covers the ways in which CarGurus is focused on making a positive impact in the areas of environmental, social, and corporate governance. We review how we continue to reduce our environmental impact through energy-efficient and sustainable workspaces, easy search capabilities for fuel-efficient, hybrid and electric vehicles on our platform, and more. In addition, we share how investment in our employees and the communities we operate shaped our diversity, equity inclusion and belonging strategy, employee engagement, and global citizenship over the past year and beyond.

While there is still much to learn and even more to do as we formally launch our ESG journey, I want to acknowledge the tremendous work the team has done thus far. These initiatives would not be possible without their leadership and unwavering commitment to our values, our customers, each other, and our communities. I look forward to continuing the momentum and sharing our progress along the way.

Jason Trevisan

A handwritten signature in black ink, appearing to read 'JMT', is displayed on a white background.

Environmental

We endeavor to embody our Core Value of Integrity by acting responsibly and considering the impact of our actions on one other, our partners and the world around us. While our facilities and operations have a limited impact on the environment, there remain opportunities for us to continually improve our conservation, recycling, and waste reduction efforts. For example, as we continue to grow our business and employee population, we needed to find a new location for our future headquarters. We identified this as an opportunity for environmental improvement and to ensure we are doing our part to reduce our carbon footprint. To this end, the building that will house our headquarters in Boston, Massachusetts will offer cutting-edge systems for energy efficiency and sustainability, consistent with a LEED Gold certified building, will be easily accessible by public transportation and will have electric vehicle charging stations and indoor bike racks. We believe it is important for us to operate our businesses in an energy-efficient and sustainable manner and we believe our new headquarters will allow us to stay true to our beliefs by helping us further reduce our environmental impact.

For our employees in our offices, we encourage participation in a robust recycling program that includes recycling bins at every employee desk and conference room as well as next to all trash receptacles in our office kitchens. We also incentivize low-carbon-producing means of transportation via public transportation subsidies and by offering a generous annual stipend for employees who bike to work.

In addition, during 2020 we added an ESG-focused fund option through Calvert Investments (the “Calvert Fund”) to our available lineup of funds under our Section 401(k) plan for our eligible U.S. employees. The Calvert Fund targets responsible investments in companies that provide positive leadership through business operations focused on materially improving societal outcomes, including those that will affect future generations.

In our CarGurus marketplace, we bring our sustainable approach to our consumer base by making it easy for them to filter and search for Fuel Efficient, Hybrid and Electric vehicles on our platform. In 2020 we saw the number of Hybrid and Electric vehicle listings on our platform double year-over-year.

We believe there are always opportunities to continue to improve our efforts in this space and we are actively engaging in ways to further reduce our environmental impact.

Social

Investing in our employees and the communities in which we operate, as well as the global communities with which many of our employees, dealers, and stakeholders live, is not only essential to being a good corporate citizen, it's good for business. We believe that diversity, equity, inclusion and belonging ("DEIB") are the cornerstones of collaboration, excellence, and innovation, and we strive to build and nurture a global culture where inclusiveness is a reflex, not an initiative. We envision a workplace where everyone feels they can bring the ultimate expression of themselves and their potential to work every day – where they don't just fit, they thrive. We are committed to making impactful donations to charities and organizations that our employees are invested in through CarGurus' Charitable Giving Program, and we are dedicated to providing best-in-class workforce development and training by fostering a learning culture to aid in growth for all our employees.

Diversity, Equity, Inclusion and Belonging

We are committed to building a workforce that reflects the diversity of our customers and the world around us. We strive to ensure that all employees see themselves represented in leadership roles and across the company and are committed to creating a workplace where everyone has an equitable opportunity to grow, contribute, and develop. We are dedicated to fostering a culture of belonging where we embrace and celebrate each person's unique story and perspective, and we aim to create an environment where all employees are positioned to thrive at the highest levels.

ERGs are employee-led groups that are formed based on shared characteristics or life experiences. CarGurus ERGs include:

[Extra@CarGurus](#)

[CarGurus Salutes Service](#)

[Women@CarGurus](#)

[POC@CarGurus](#)

[Parents@CarGurus](#)

Some of the ways we acted on these commitments during 2020 include the development of our Diversity, Inclusion and Belonging Advisory Council, providing Unconscious Bias training to 100% of managers and above, and supporting several employee resource groups ("ERGs"). Additionally, based on data from employees who chose to self-identify, we increased representation among women (30.9% to 32.3%) and racial minorities (23.3% to 25.9%) within our U.S. workforce. Furthermore, we have established diverse interview panel requirements (minimum of two underrepresented candidates at the interview stage) during our hiring process for all director-level and above positions across the Company.



Corporate and Global Citizenship

Corporate citizenship and social responsibility are part of how we define Integrity: do the right thing by each other, our customers, and the world around us. During 2020, there were a number of ways that we demonstrated our commitment to giving back to our communities and beyond, including:

CarGurus' Charitable Giving Program: This program encourages our community to submit nominations for grants to tax-exempt organizations, which are then reviewed and selected by an employee-led committee on a quarterly basis. Despite the challenges caused by the COVID-19 pandemic, we continued to fund our Charitable Giving Program and awarded grants to 20 charitable organizations in 2020. Since the Charitable Giving Program's inception in 2018 through 2020, CarGurus has donated nearly \$500,000 to charities across the markets we operate.

Racial Justice Donation and Employee Matching Gift Program: In addition to our Charitable Giving Program and as a reflection of our commitment to justice and equality, together with our employees, during 2020 we donated over \$95,000 to organizations dedicated to improving racial justice. \$50,000 was in the form of a direct Company contribution and the remainder was evenly split between Company and employee contributions from a matching gift program.

Pan-Mass Challenge: For the second year in a row, CarGurus employees across multiple departments participated in the 2020 Pan-Mass Challenge, a major fundraiser for the Dana-Farber Cancer Institute and The Jimmy Fund. In 2019 and 2020, CarGurus riders raised an aggregate of approximately \$140,000 as they trained and participated in the rides.

Workforce Development and Investment

At CarGurus, growth means learning and developing as individuals and teams. We believe that learning is a process that happens every day, everywhere, not just inside classroom walls. It is through curiosity, experimentation, and pushing ourselves into the zone of discomfort that we can grow as individuals and maintain our pioneering mindset as an organization. Investing in and developing our employees is core to our people and talent strategy, which includes the following programs:

Learning & Development: We believe that while each employee is responsible for owning their own growth roadmap, learning is a shared journey that requires support and the opportunity to share learnings with others. We are therefore dedicated to creating a learning culture, where all employees are challenged to grow, learn, and become better versions of themselves, while helping one another do the same. In 2020, more than 96% of our employees participated in learning and development activities worldwide, which ranged from mandatory quarterly compliance training courses to one-on-one, virtual, social and self-directed learning sessions.

Career and Professional Development: Enabling career growth opportunities and conversations are critical to our people and talent strategy. As such, we have created several programs to promote development and shared learning, including Drive, an internal career development program. During 2020, we also launched an equity and professional development survey of our employees worldwide to gather data and identify areas for improvement. We also hosted over 30 internal development-focused events and workshops supporting our employees' professional growth. In addition to the in-house programming facilitated by our Learning and Development team, during the past year we provided all employees with access to additional content through LinkedIn Learning.

Leadership Development: At CarGurus, leadership is about creating the conditions for people to achieve great things together. We've learned that there are some simple but powerful actions the best leaders demonstrate to make this happen and we've translated these into our Leadership Principles. While it's not always easy, we strive to lead by demonstrating these behaviors, fueling growth for ourselves, our teams, our customers, and our business. During 2020, we conducted leadership training programs, including Giving and Receiving Feedback and Unconscious Bias trainings.

Our Leadership Principles



Lead yourself

Our leaders are intentional about how they show up, manage themselves, and take responsibility for their decisions and the impact they have on others.



Create a shared purpose

Our leaders tap into motivation by aligning people around a common purpose. They connect strategy and success by focusing their teams on clear objectives and helping people understand how their individual roles contribute to our collective Mission.



Inspire ownership and accountability

Our leaders create a shared commitment to success and therefore a mutual accountability for results. They enable and empower others but know when to roll up their sleeves and provide support. The best leaders develop more leaders.



Communicate openly

Our leaders communicate proactively and transparently about goals, challenges, and opportunities. They listen with the intent to understand. They seek opportunities to collaborate across the business.



Invest in growth

Our leaders embody a growth mindset. They challenge themselves and their teams to be curious and actively seek opportunities for learning and improvement, even when it's uncomfortable.



Cultivate environments of respect and trust

Our leaders care about people. They value diverse perspectives and are committed to building a culture where everyone can show up as themselves and do their best work together.

Employee Engagement

Each year, we conduct an employee engagement survey to help our management team gain insight into and gauge employees' feelings, attitudes, and behaviors around working at CarGurus. Our 2020 survey had a participation rate of over 87% of our employees worldwide. The survey results indicated that we excelled in areas including manager empathy, alignment to company goals and belonging. Based on employee feedback, we also identified certain company-wide opportunity areas, including improving the resources and benefits we can provide for our employees as they work outside of our offices during the COVID-19 pandemic, which we believe is important to our long-term success. One change that we were able to quickly implement during 2020 was to provide a few additional days off over the course of the year to support our employees' mental health and wellness while working remotely during this challenging period. Our culture and commitment to building a workplace where we can all thrive was recognized externally in 2020 with awards for Built In Boston's "Best Places to Work," the Mass TLC "Tech Top 50" Company Culture, and Computerworld's "Best Places to Work in IT".



Governance

Our values of Integrity and Transparency are at the core of our approach to responsible Governance. We are committed to continuously improving and refining a sustaining governance structure that fosters long-term stockholder value, focusing on legal compliance and building value for all stakeholders.

2020 Corporate Governance Highlights

Led by Majority-Independent Board with a Commitment to DEIB: Our Board of Directors (“Board”) provides oversight and counsel to management and represents the interests of our stockholders. Since our initial public offering in 2017, our Board has been comprised of a majority of independent members, including directors in leadership positions. For example, during 2020 Lori Hickok served as Chair of the Audit Committee of our Board (the “Audit Committee”). Our Board has also adopted and maintains Corporate Governance Guidelines that set forth our Board’s commitment to diversity. Specifically, our Board believes that diversity, including differences in backgrounds, qualifications, and personal characteristics, is important to the effectiveness of its oversight of the Company and that its membership should reflect a diversity of personal characteristics. Our Board is committed to this policy of inclusiveness and will therefore continue to take reasonable steps to ensure that candidates from traditionally unrepresented groups are considered for the pool of candidates from which our director nominees are chosen.

Updated Code of Conduct: The CarGurus Code of Conduct is the operative policy helping us drive forward our sustainable governance practices. We believe our reputation for Integrity is one of our most important assets. Accordingly, the Code of Conduct sets forth our expectation that all of our employees, officers, and directors, and those of our subsidiaries and affiliates, are to conduct themselves according to the highest ethical and professional standards of conduct, guided by fundamental principles of trust, honesty, objectivity, fairness, and respect for oneself and others. Effective September 2020, our Board revised our Code of Conduct to reflect current best practices, enhance the expression of our Core Values, reduce complexity and improve readability in order to make our Code of Conduct more understandable for all employees. Furthermore, in connection with our compliance training program, we conduct an annual Code of Conduct training. During 2020, we achieved nearly 100% employee participation in this training course.

Adopted Compensation Clawback Policy: Our Board oversees the management of risks inherent in the operation of our business and the implementation of our business strategies. During 2020, our Board adopted a new risk mitigation tool when it implemented – and now continues to oversee – an executive compensation recovery, or “clawback,” policy that allows us to recoup certain incentive-based cash compensation from our officers pursuant to such policy.

Data Privacy and Security

We also believe privacy and data protection are the foundation for building trust with our employees, customers, communities and partners. Accordingly, we maintain comprehensive information security and privacy policies that govern all aspects of our business that are regularly updated to reflect legal developments and evolving best practices regarding data privacy and security.

CarGurus addresses the complex issues of privacy and data security by assessing both our legal and regulatory obligations as well as our customer and user expectations. We maintain a global privacy program that grows with prevailing industry practices, including the implementation of controls that are commensurate with the sensitivity of the data being processed. CarGurus regularly reviews and enhances its privacy measures based on legal changes, in compliance with current legal standards including Europe's General Data Protection Regulation and the California Consumer Protection Act, and continuing as laws are passed in additional jurisdictions.

Employee training is a key element of our privacy program. CarGurus requires all new employees to complete privacy and security compliance trainings during their onboarding, and we update those trainings annually for all other employees. We also provide targeted training from time to time on varying topics and to different audiences as regulations or our products and operations evolve.

As a reflection of our commitment to transparency, we provide appropriate privacy notices through our product design, our customer contracts, and our privacy policies. Our written policies detail our privacy practices, which vary depending upon the user's geography or product context. They include descriptions of the user information that we collect or receive, the choices and control that a user has in relation to this data, the purpose for which CarGurus uses such information (including regarding advertising), our policies relating to our usage and sharing within CarGurus, its affiliates, and partners, and disclosures about third-party partner privacy policies and user controls for sharing and controlling such information. We update our privacy policies from time to time as our products, user expectations, and the law develops around the world. At CarGurus, we understand that privacy is an evolving topic, and we're committed to privacy principles as we build and expand our products and services.

We made large organizational investments in 2020 to support privacy and data security improvements, including increasing the headcount of our Information Security team and hiring our first Vice President of Information Security and Technology, who oversees our Information Security organization and reports to our Chief Technology Officer. The Audit Committee maintains oversight of our compliance with cybersecurity principles. As part of this function, the Audit Committee regularly meets with members of management responsible for data privacy, technology and information security risks to discuss these risks, risk management activities, and the effectiveness of our security measures. Additionally, we maintain a Security and Compliance Committee that is chaired by our General Counsel and is comprised of members of senior leadership from across our organization. During 2020, this committee met regularly to discuss matters, including cybersecurity, IT infrastructure, data privacy and other compliance issues.

Concluding remarks

We are thrilled to formally share CarGurus' inaugural CSR Report. As we have acknowledged throughout this Report, we are committed to having a positive impact and driving change as a company. Some of the programs described in this Report have been part of our corporate citizenship DNA since our early days, consistent with our Core Values, and others were new initiatives commenced in 2020 as part of our ongoing efforts to demonstrate leadership in our space and support our customers, dealers, employees and community through our actions.

While we are excited to share this CSR Report and are proud of our progress to date, we recognize that we are continually learning and identifying areas for improvement in our ESG journey. We are committed to constantly evolving as a company and taking meaningful steps to deepen our impact across the ESG spectrum. We look forward to sharing this progress with you in next year's Report.



Appendix: SASB Disclosures

The Sustainability Accounting Standards Board's ("SASB") mission is to establish and maintain industry-specific standards that assist companies in disclosing financially material, decision-useful sustainability information to investors. We have considered SASB's Technology & Communications sector – Internet Media & Services industry standard when reporting on environmental, social and governance ("ESG") issues and have provided key details below.

Employee Recruitment, Inclusion & Performance			
SASB CODE	METRIC	FY 2019	FY 2020
TC-IM-330a.1	Percentage of employees that are foreign nationals	2019: 4.7%	2020: 5.3%
Methodology: Reflects CarGurus' foreign national employees in the U.S. under nonimmigrant visas as of December 31 of the applicable year as a percentage of CarGurus' total U.S. employees as of each such date.			
TC-IM-330a.2	Employee engagement as a percentage	2019: 75%	2020: 66%
Methodology: In order to ensure that we are meeting our people and talent objectives, we conduct an employee engagement survey at least annually to help our management team gain insight into and gauge employees' feelings, attitudes, and behaviors around working at CarGurus. Our employee engagement surveys for each of 2019 and 2020 were conducted with our employees worldwide through the Culture Amp platform. These surveys consisted primarily of rating questions on which employees were asked to indicate their level of agreement with a statement based on a five-point scale from Strongly Agree to Strongly Disagree, and also included a limited number of free-text questions to which employees were asked to write out a response. More than 90% of our employees participated in our 2019 engagement surveys, which were conducted in each of March and October of such year. We had a participation rate of over 87% for the single 2020 survey we conducted in December of such year. Our employee engagement metrics presented above reflect the percentage of favorability in response to survey questions (i.e., responses indicating Strongly Agree or Agree). Survey results are analyzed against prior year survey results and Culture Amp's New Tech - 500+ Benchmark for 2019 and 2020, as applicable, which consists of survey results from companies that are primarily internet-based or focused on creating new technologies.			
TC-IM-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	Please see the "Employee Diversity, Inclusion and Belonging Metrics" table below.	

Employee Diversity, Inclusion and Belonging Metrics				
		As of 12/31/2019	As of 12/31/2020	Improvement YoY
Female ⁽¹⁾	Manager and Above ⁽²⁾	32.1%	33.8%	5.3%
	Technical Roles	19.5%	22.7%	16.4%
	All Other Employees ⁽²⁾	30.9%	32.0%	3.6%
Underrepresented Racial Minorities ⁽¹⁾	Manager and Above ⁽²⁾	16.6%	17.9%	7.8%
	Technical Roles	35.7%	38.6%	8.1%
	All Other Employees ⁽²⁾	25.2%	28.2%	11.9%
⁽¹⁾ Based on CarGurus' U.S. population of employees who chose to self-identify. ⁽²⁾ Reflects internal designations. "All Other Employees" includes U.S. employees not categorized as "Manager and Above".				

Data Privacy, Advertising Standards & Freedom of Expression

SASB CODE	METRIC	FY 2019		FY 2020
TC-IM-220a.1	Description of policies and practices relating to behavioral advertising and user privacy	<p>CarGurus addresses the complex issues of privacy and data security by assessing both our legal and regulatory obligations as well as our customer and user expectations. We maintain a global privacy program that grows with prevailing industry practices, including implementation of controls that are commensurate with the sensitivity of the data being processed. CarGurus regularly reviews and enhances its privacy measures based on legal changes, largely beginning with Europe's General Data Protection Regulation ("GDPR") and the California Consumer Protection Act ("CCPA"), and continuing as laws are passed in additional jurisdictions.</p> <p>Employee training is a key element of our privacy program. CarGurus requires all new employees to complete privacy and security compliance trainings during their onboarding, and we update those trainings annually for all other employees. We also provide targeted training throughout the year on varying topics and to different audiences as regulations or our products and operations evolve.</p> <p>CarGurus believes in transparency. We provide appropriate privacy notices through our product design, our customer contracts, and our privacy policies. Our written policies detail our privacy practices, which vary depending upon the user's geography or product context. They include descriptions of the user information that we collect or receive, the choices and control that a user has in relation to this data, the purpose for which CarGurus uses such information (including regarding advertising), our policies relating to our usage and sharing within CarGurus, its affiliates, and partners, and disclosures about third-party partner privacy policies and user controls for sharing and controlling such information. We update our privacy policies from time to time as our products, user expectations, and the law develops around the world. At CarGurus, we understand that privacy is an evolving topic, and we're committed to privacy principles as we build and expand our products and services.</p>		
TC-IM-220a.2	Number of users whose information is used for secondary purposes	CarGurus utilizes its population of user data for secondary purposes, including to improve our products and service offerings.		
TC-IM-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	2019: None	2020: None	
TC-IM-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	CarGurus reviews all law enforcement requests for scope and legality and responds to all such valid requests. In 2019 and 2020, CarGurus received less than ten requests per year, affecting an average of two to three users each.		
TC-IM-220a.5	List of countries where core products or services are subject to government - required monitoring, blocking, content filtering, or censoring	We are not aware of any countries which subject CarGurus to monitoring, blocking, content filtering, or censoring.		
TC-IM-220a.6	Number of government requests to remove content, percentage compliance with requests	2019: None, N/A	2020: None, N/A	

Data Security

SASB CODE	METRIC	FY 2019	FY 2020
TC-IM-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	2019: (1) 0 (2) N/A (3) N/A	2020: (1) 0 (2) N/A (3) N/A
TC-IM-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>CarGurus performs regular information security risk assessments covering our facilities, systems, and information assets. These risk assessments are performed using third party-cybersecurity standards such as National Institute of Standards and Technology (NIST) and Center for Internet Security (CIS) benchmarks as guidelines. We share risk assessment results and risk mitigation suggestions with senior management, as appropriate. Our risk assessment results specify proposed changes to systems, processes, policies, and tools to reduce security vulnerabilities and threats to CarGurus, its customers, and its website visitors. We mitigate risks through the implementation of policies, procedures, and controls.</p> <p>CarGurus conducts and records vendor security assessments for its third-party service providers. These assessments evaluate the vendors' security posture and their criticality to the business, as well as analyze the technology risks to the organization. Critical service providers are reviewed at least annually.</p> <p>Data security is overseen by our Vice President of Information Security and Technology who reports to our Chief Technology Officer. Additionally, our General Counsel chairs our Security and Compliance Committee, which comprises members of senior leadership from across our organization and meets regularly to discuss matters, including cybersecurity, IT infrastructure, data privacy and other compliance issues. The Audit Committee of our Board of Directors ultimately monitors our compliance with cybersecurity matters. As part of this function, the Audit Committee regularly meets with members of management responsible for data privacy, technology and information security risks to discuss these risks, risk management activities, incident response plans, best practices, the effectiveness of our security measures and other related matters.</p>	

Environmental Footprint of Hardware Infrastructure

SASB CODE	METRIC	FY 2019	FY 2020
TC-IM-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	2019: (1) 3,573 GJ (2) Data not available (3) Data not available	2020: (1) 2,758 GJ (2) Data not available (3) Data not available
Methodology: Reflects energy consumption for the Company's proportionate share of occupancy in the buildings that comprise the Company's U.S. headquarters in Cambridge, MA during the applicable time periods.			
TC-IM-130a.2	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	2019: (1) 5.93 m ³ (2) Data not available (3) Data not available	2020: (1) 4.71 m ³ (2) Data not available (3) Data not available
Methodology: Reflects water consumption for the Company's proportionate share of occupancy in the buildings that comprise the Company's U.S. headquarters in Cambridge, MA during the applicable time periods.			
TC-IM-130a.3	Discussion of the integration of environmental considerations into strategic planning for data center needs	<p>Our development servers and U.S. and international websites are hosted at third-party data centers in the U.S. as well as through third-party cloud computing services in the U.S. and in Europe. Since we lease space for our data center needs, we are limited in our ability to address the source of our energy use directly or implement other environmental improvements. Nonetheless, we expect that utilizing a flexible cloud-based infrastructure with certain public cloud providers will enable us to reduce our overall environmental footprint in the future.</p>	



Cautionary Note Regarding Forward-Looking Statements

Certain information contained in this CSR Report and the Appendix thereto may include “forward-looking statements.” We may, in some cases, use terms such as “anticipates,” “believes,” “could,” “estimates,” “expects,” “intends,” “likely,” “may,” “might,” “plans,” “potential,” “predicts,” “projects,” “seeks,” “should,” “target,” “will,” “would,” or other words that convey uncertainty of future events or outcomes to identify these forward-looking statements. All statements contained in this CSR Report and the Appendix thereto other than statements of historical facts are forward-looking statements. These forward-looking statements are subject to a number of risks and uncertainties, which could cause them to differ materially from actual results. Information concerning those risks is available in our Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q and other reports we file with the Securities and Exchange Commission. These factors could cause actual results and developments to be materially different from those expressed in or implied by such statements. Forward-looking statements do not guarantee future performance and actual results may differ materially from those projected. The forward-looking statements are made only as of the date of this CSR Report, and we undertake no obligation to update such forward-looking statements to reflect subsequent events or circumstances.

This CSR Report and the Appendix thereto also contain estimates and other statistical data that we have obtained or derived from internally-prepared studies and surveys. You are cautioned not to rely on our extrapolations of internally prepared studies and surveys, as these are estimates involving a number of assumptions and limitations, which we are unable to ensure will be reached.

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