

COSWORTH LIMITED | APRIL 2025

GENDER PAY GAP REPORT

Cosworth is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. We are committed to promoting diversity and equality in the workplace. Our aim is to ensure that all employees and job applicants are given equal opportunities and that our employees are representative of all sections of society. Candidates are selected for employment, promotion, training, and other benefits based on aptitude and ability. We are opposed to all forms of unlawful and unfair discrimination.

GENDER PAY GAP REPORTING

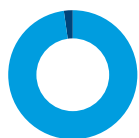
Cosworth continues to support the requirement for companies with more than 250 employees to report their annual gender pay gap figures. It offers important transparency within our industry and reinforces our efforts to be an equitable and fair employer.

The figures presented in this 2025 Gender Pay Gap report are from a snapshot taken on 5 April 2024. At that time, the median gender pay gap was 16.19%, and the mean gender pay gap was 18.74%.

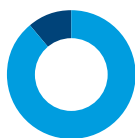
Cosworth enforces equal pay for males and females in the same role, however, the staff gender ratio remains male-dominant. This is evident across all quartiles, highlighting that this remains a company-wide issue that is influenced by the wider industry.

Cosworth recognises that improving the gender pay gap begins with efforts to encourage more female talent into the industry. This takes time and resources, but Cosworth is confident the results of constant and consistent efforts will be seen in years to come.

Pay quartiles



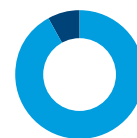
Top Quartile
Male: 97.78%
Female: 2.22%



Upper Quartile
Male: 88.89%
Female: 11.11%



Lower Middle
Male: 84.44%
Female: 15.56%



Lower Quartile
Male: 92.05%
Female: 7.95%

Snapshot 5 April 2024

Compared to 2023

Median Gender Pay Gap	16.19%	18.51%	(+12.53%)
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Snapshot 5 April 2024

Compared to 2023

Mean Gender Pay Gap	18.74%	21.11%	(+12.64%)
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Bonus pay

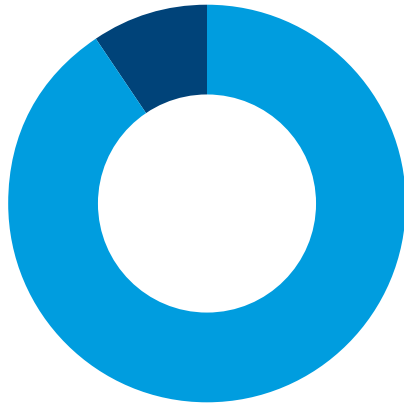
Median Gender Pay Gap	81.96%
Mean Gender Pay Gap	81.96%

The percentage of male employees receiving a bonus was

0.61%

The percentage of female employees receiving a bonus was

3.03%



90.78% of the workforce is male
9.22% of the workforce is female

COSWORTH'S ACTIONS AND AFFILIATIONS

Cosworth is dedicated to playing an active role in developing opportunities for young people wishing to forge a career in STEM industries.

Working closely with educational organisations across the UK, Cosworth continues to raise awareness of the opportunities it offers, especially to females, and is committed to broadening the talent pool for its recruitment process.

Cosworth has benefited from the following affiliations:

International Women in Engineering Day

Cosworth hosted an internal networking event celebrating International Women's Day at its Northampton HQ and increasing awareness and boosting networking.

Girls on Track

We hosted FIA Girls on Track UK and 60 girls from local schools for a day of activities to gain insight into our company, people, and the engineering industry. Participants participated in an oil pump change, a battery challenge, where they got to build their own circuits, a PDR bug-hunting challenge, where they had to find bugs within the software and a STEM LEGO challenge. They also heard from a senior female Cosworth employee on her inspiring journey into engineering.

London Design and Engineering UTC

Cosworth welcomed 50 students and teachers from the London Design

and Engineering UTC, who enjoyed various activities to inspire them into engineering. These included a tour of Cosworth, covering components, pistons shop, electronics, build shop, dynos, stores and production.

Race for Diversity

A female Cosworth apprentice joined Race for Diversity, a programme which aims to inspire and encourage young people to participate in STEM subject. She spoke to students about automotive and motorsport engineering careers and the pathways to establishing a successful and exciting vocation, including participation in higher education university courses and industry-wide apprenticeship programmes.

Formula Student Programme

Cosworth supports and mentors Formula Student teams, helping develop the next generation of motorsport and automotive technology engineers.

We welcomed Ecole Supérieure des Techniques Aéronautiques et de l'Automobile (ESTACA) and are proud to support the team with the debut of its first-ever fully electric Formula Student car. Cosworth also continued its successful partnerships with Staffordshire, Manchester and Liverpool universities for this year's Formula Student programme.

Formula 1 in Schools

We hosted an engineering training/support session for students from Grantham College.

Northampton College Affiliation

We partnered with Northampton College to provide students with a greater understanding and appreciation of automotive engineering.

OUR FOCUS

Cosworth is dedicated to driving down its gender pay gap. To do this, the company actively supports initiatives that tackle the wider industry issues of encouraging more females into engineering roles.

In 2022, Engineering UK revealed that women accounted for 16.5% of the engineering workforce, however, in its latest findings, the body reported a decline to 15.7%. This highlights how critical it is to overcome all barriers to entry for girls aspiring to become engineers, and therefore women working in the industry.

Changing the employment ratio is about finding the right people with the correct experience and capability. This happens over a long period of time and requires a concerted effort from multiple parties – companies, industries, educational institutes, and the government. Cosworth is keen to play its part and remains committed to driving positive change for the long-term.

PLANS FOR 2025 AND BEYOND

Cosworth will continue encouraging and welcoming females into the company, strongly focusing on engineers. We recognise that the more diverse our workforce is, the stronger and more resilient our company is. Promoting STEM opportunities with a particular onus on female participation while expanding our recruitment process access to a broader talent pool will prove key to our strategy.

Having witnessed the real-world results they deliver, we will continue to collaborate with our existing partners, including **FIA Girls on Track UK** and **Formula Student Formula 1 in schools**. We will also leverage successful ongoing relationships with organisations such as **Race for Diversity** and **London Design and Engineering UTC** and engage with schools, colleges, and universities.

Internally, our apprentice and graduate schemes will continue to provide opportunities for emerging talent to gain valuable experience and skills within our industry. We strongly believe that visibility is key to breaking down barriers to entry, overcoming myths and stereotypes within the industry and building more diverse and talented workforces to build Cosworth's future.

I hereby confirm that the data reported in this report is accurate:



Dr Florian Kamelger
Cosworth CEO | Date: April 2025

