

GENDER PAY GAP 2025

Our Commitment

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 2025

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

The figures presented in this 2026 Gender Pay Gap report are from a snapshot taken on 5 April 2025. At that time, the median gender pay gap was 14.68%, and the mean gender pay gap was 19.81%.

Overall, the gender pay gap remains broadly consistent with the previous year with a slight increase in the mean and a reduction in the media, reflecting some improvement in pay distribution in the midpoint.

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.

Snapshot 2025:

	2025	2024	Vs 2024
Median Gender Pay Gap	14.68	16.19	-2.22%
Mean Gender Pay Gap	19.81	18.74	+1.07

Bonus Pay:

	2025	2024	Vs 2024
Median Gender Pay Gap	0.00%	81.96	-81.96
Mean Gender Pay Gap	97.42	81.96	+15.46

- Percentage of male employees receiving a bonus was 5.93%
- Percentage of female employees receiving a bonus 11.76%
- 91% of Cosworth employees are male
- 9% of Cosworth employees are female

The bonus pay gap has changed significantly compared to last year, primarily due to an increase in the number of employees receiving a bonus.

In the current reporting period, 24 employees received a bonus compared to 3 in the previous year. As a result, the median bonus pay gap is 0%, indicating that the typical bonus received by male and female employees is comparable.

The mean bonus gap remains high at 97.42%, which reflects the impact of a small number of higher-value bonus payments, predominantly at senior levels. Whilst these payments influence the average, they are not representative of the wider employee population.

Pay Quartiles:

	% of Male	% of Female
Quartile One	97.83	2.17
Quartile Two	87.10	12.90
Quartile Three	86.02	13.98
Quartile Four	92.47	7.53

Our focus

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

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 business, academia and government.

Over the past year, Cosworth has continued to build its presence through partnerships, innovation and industry engagement. This includes collaboration with iRacing expanding the use of its data analytics tools into sim racing to inspire the next generation of engineers, as well as continued participation in major global motorsport events and Goodwood Revival.

The business has also continued to invest in advanced engineering solutions, including new product development within motorsport electronics. Alongside this, Cosworth remains actively engaged with the wider automotive and enthusiast community through heritage events and industry showcases.

These activities support the organisation’s long-term objective of attracting, developing and retaining talent within a highly competitive engineering market.

Cosworth is keen to play its part and remains committed to driving positive change for the long-term.

Plans for 2026 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.

We will continue to provide opportunities for emerging talent to gain valuable experience and skills in 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 a more diverse and talented workforce to deliver Cosworth's future ambitions.