

COSWORTH LIMITED | MARCH 2021

GENDER PAY GAP REPORT



Mission Statement

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 supports the requirement, mandated by the UK Government, for companies with more than 250 employees to submit annual gender pay gap figures. The legislation reinforces Cosworth's own internal initiatives to provide equality and fairness to all employees.

The figures for the 2021 report are provided based on a snapshot taken on 5 April 2020, during the early phase of the global COVID-19 pandemic. Cosworth, like many businesses, made use of the UK government's furlough scheme in order to maintain its operations during an extended period of lockdown and pandemic restrictions.

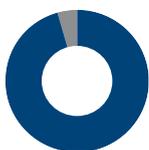
Cosworth has seen an adverse impact on its gender pay gap figures as a by-product of the Coronavirus pandemic's bearing on its business. The latest

figures do not include those staff who have been furloughed - around 40% of the 308 employees covered by this report - and are unrepresentative of the efforts made by the company in recent years to improve gender equality.

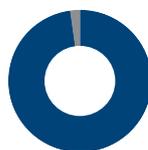
At the same time, Cosworth recognises its commitment to nurturing more female talent across the entire workforce requires constant and consistent effort. Staff gender ratios remain male-dominant, following a similar pattern across all quartiles, and underscoring this as a company-wide, industry-influenced issue.

Cosworth enforces equal pay within its organisation for males and females in the same role. The average gender pay gap would be improved by having more females in all areas of the business.

Pay Quartiles



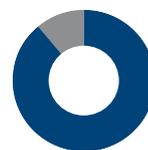
Top Quartile
Male 95.74%
Female 4.26%



Upper Middle
Male 97.87%
Female 2.13%



Lower Middle
Male 85.11%
Female 14.89%



Lower Quartile
Male 89.13%
Female 10.87%

Snapshot 5 April 2020

Compared to 2019

Snapshot 5 April 2020

Compared to 2019

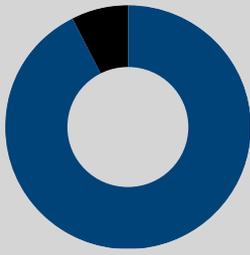
Median Gender Pay Gap	24.51%	16.07%	+52.52%	Mean Gender Pay Gap	25.05%	16.23%	+54.34%
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Bonus pay

Median Gender Pay Gap	100%
Mean Gender Pay Gap	100%

The percentage of male employees receiving a bonus was 0.7%.

The percentage for female employees was zero.



92.53% of the workforce is male

7.47% of the workforce is female

Cosworth's actions and affiliations

Cosworth continues to play an active role in developing opportunities for young people looking to forge a career in STEM industries. Working closely with local educational organisations, Cosworth has sought to raise awareness of its own opportunities, especially to females. The COVID-19 pandemic forced Cosworth to pause existing activities with its affiliate organisations but is ready to respond once restrictions are lifted into 2021, and to redouble its efforts in this important area.

COSWORTH'S COMMITMENT

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

Engineering UK has highlighted that females remain severely underrepresented in engineering; just 12% of those working in engineering are female compared to 47% of the overall UK workforce.

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.

Cosworth has benefitted from the following affiliations:

Northampton College

Where our apprentices study and for whom we offer dedicated experiences at our Northampton based powertrain facility.

University of Northampton

We have previously welcomed students on placement within the organisation but seek to engage in other activities, such as Formula Student.

Northants Engineering Training Partnership

A partnership of engineering companies working with the University of Northampton that exists to create a pool of industry ready engineers of the highest calibre.

Work Experience

Cosworth has placed male and female students from the local area, including Silverstone UTC, Northamptonshire schools and other referrals.

Plans for 2021/2022

Cosworth continues to explore events where it can highlight career opportunities for aspiring engineers, of all genders. We aim to continue and/or re-start our pre-pandemic affiliations and activities, but also finding opportunities to build new ones.

Until such time that our operations return to full 'normality' with staff no longer on furlough and our factory open to external visitors, we will be unable to host visits or school tours in the traditional way. However, we are looking to immerse ourselves whole-heartedly into promotion of STEM opportunities, with a skew towards female participants, as well as expanding our recruitment process to access a broader talent pool.

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

Hal Reisiger

Cosworth CEO | Date: March 2021