

MERCEDES AMG

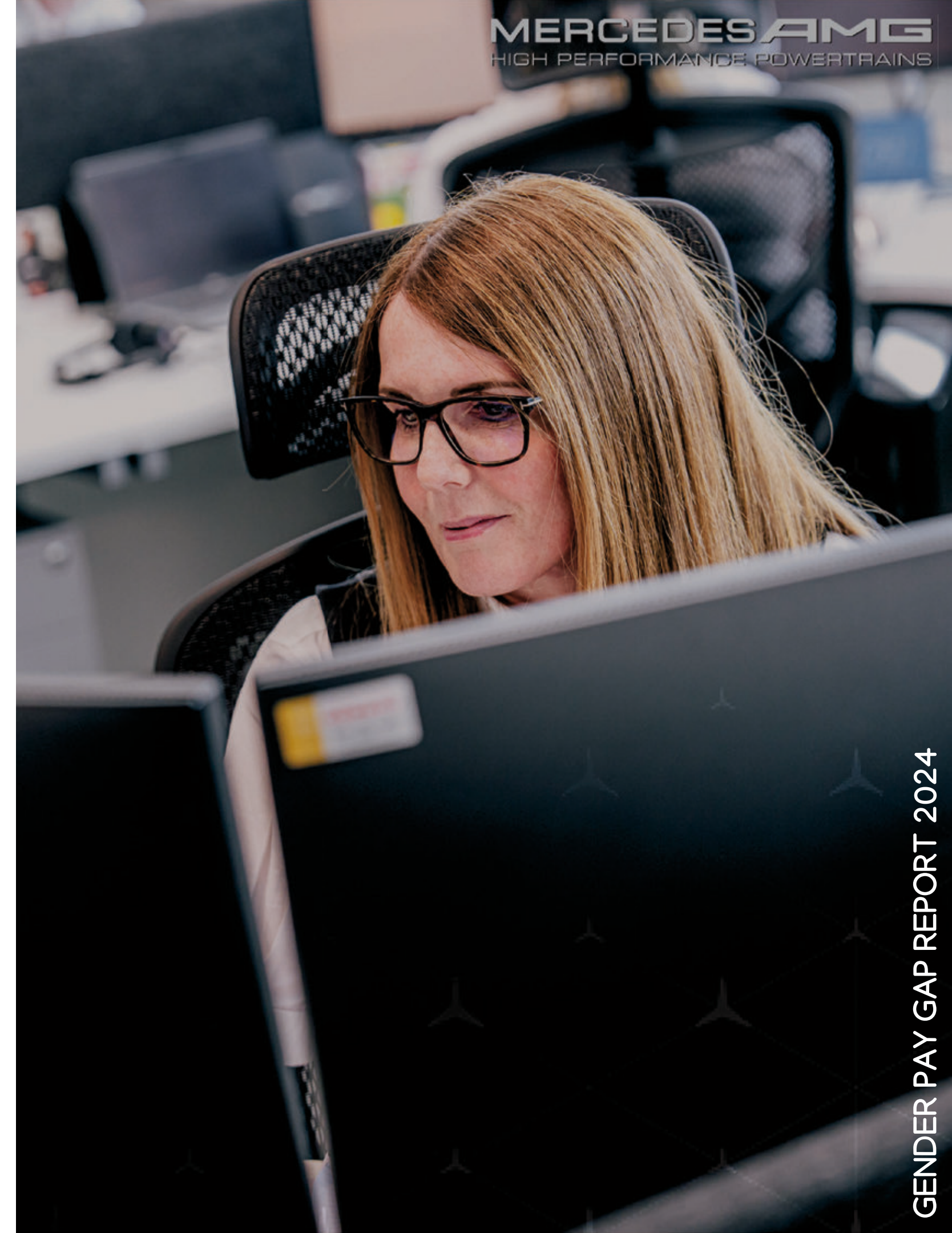
HIGH PERFORMANCE POWERTRAINS



GENDER PAY GAP REPORT 2023-2024

WHAT IS GENDER PAY GAP?

The Gender Pay Gap is the difference between the average (mean and median) hourly earnings of men and women, expressed as a percentage of men's earnings. This is distinctly different from the legal requirement under the Equality Act to pay men and women equally for work rated as equivalent. Here at HPP we are committed to, and are confident, that we offer equal pay to men and women for equivalent work and to ensure this, we routinely conduct equity pay audits.

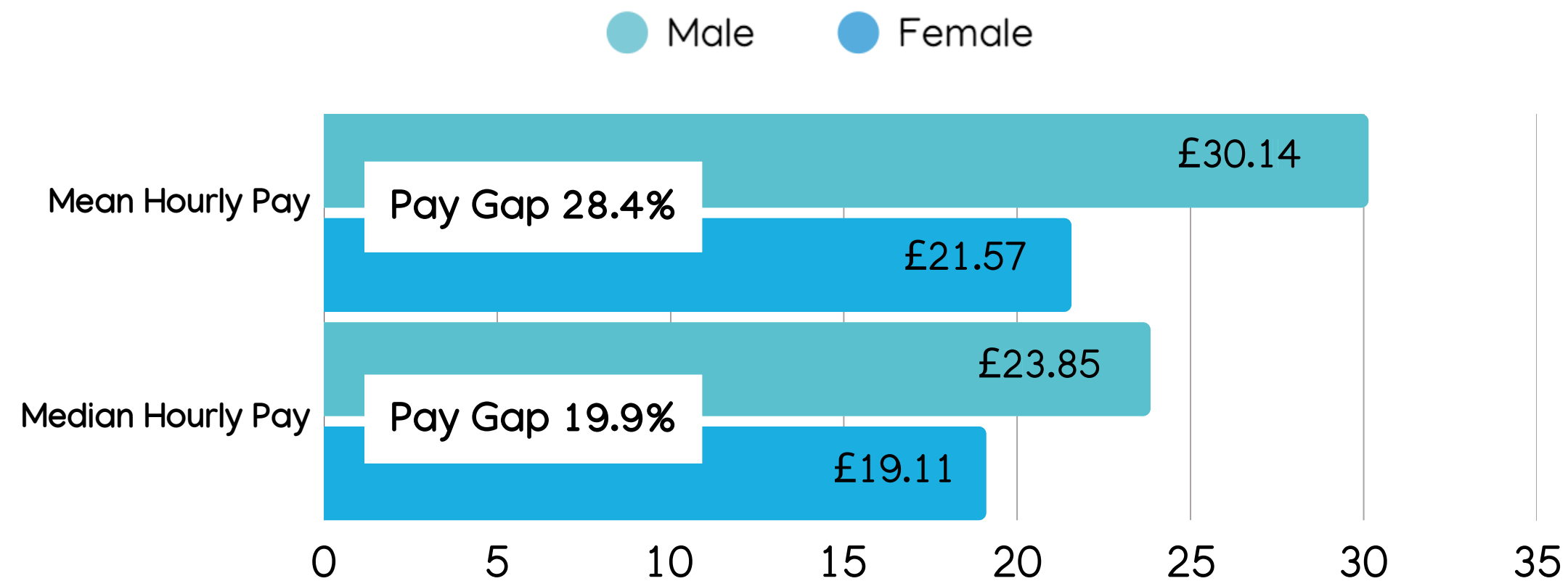


GENDER PAY GAP

What's the difference between the mean and the median figures?

The mean is calculated by adding up the salaries of all employees and dividing by the number of employees

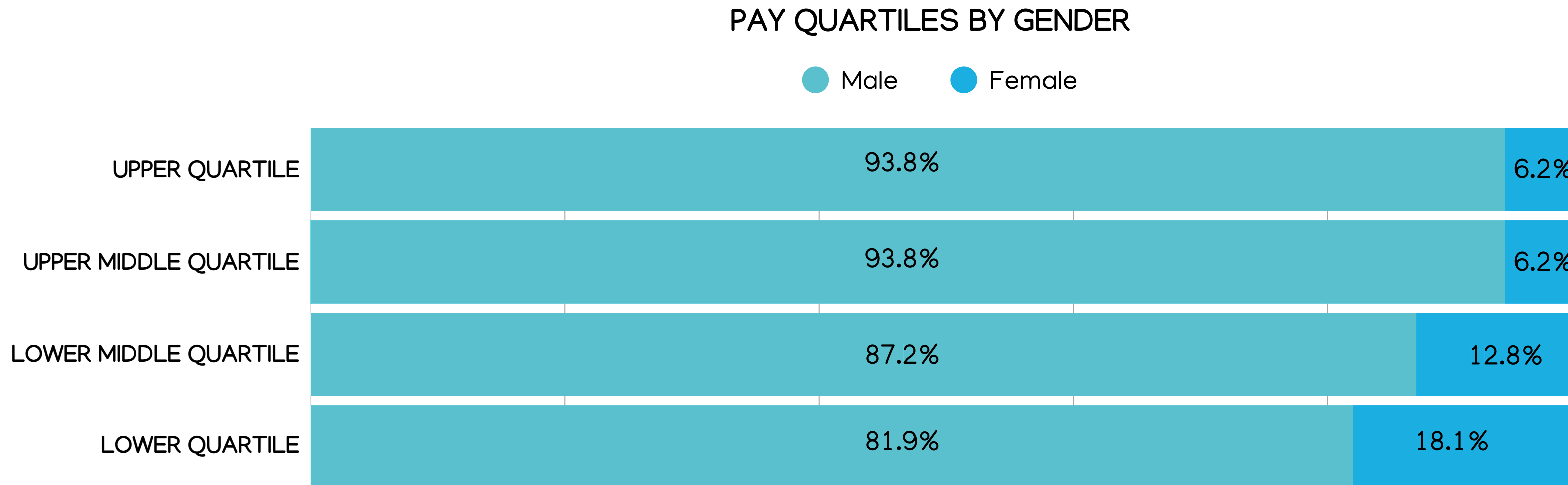
The median is the middle of the range of all employee salaries when they are lined up from smallest to largest



In Mean averages our Pay Gap has slightly decreased year on year, in Median averages our Pay Gap has slightly increased. Our snapshot taken in 2023 recorded a Mean Pay Gap of 28.6% and Median of 18.4%. Whilst our activities to identify and engage a diverse talent pool are increasing the % of women at HPP year on year, they remain significantly underrepresented. We continue our focus and commitment to drive positive change.

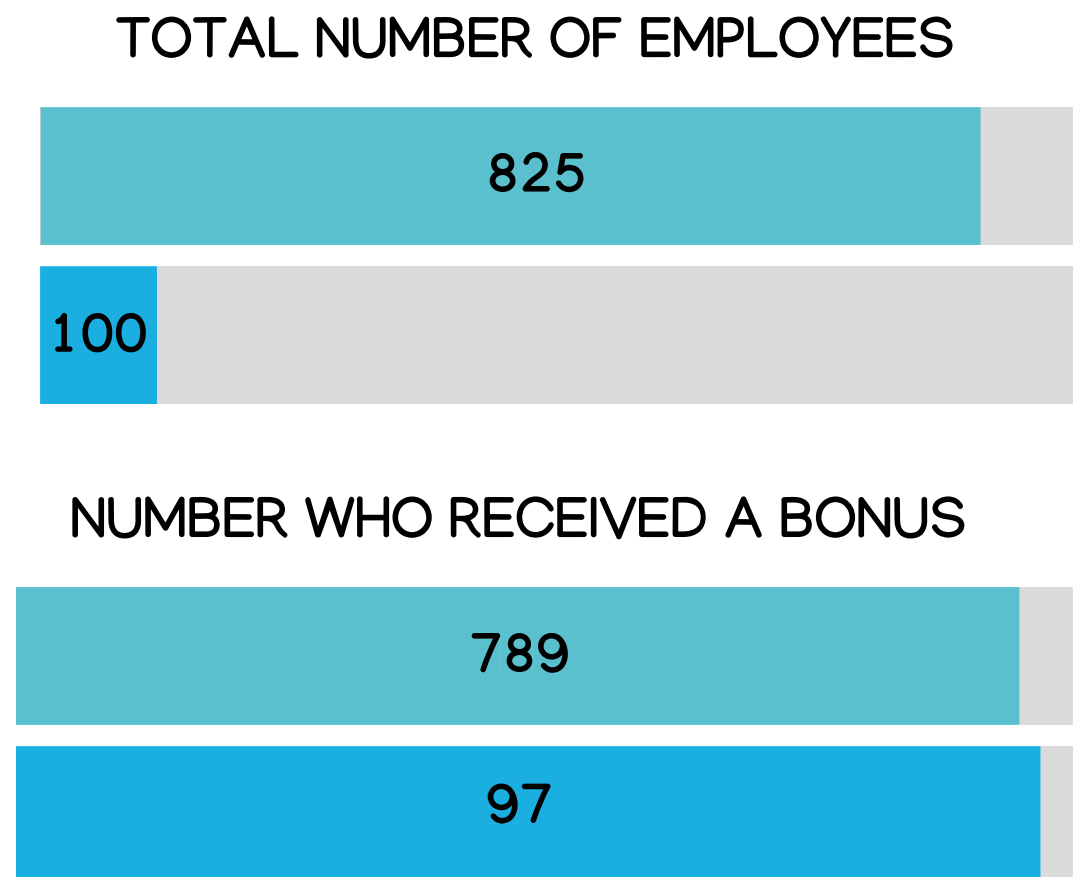
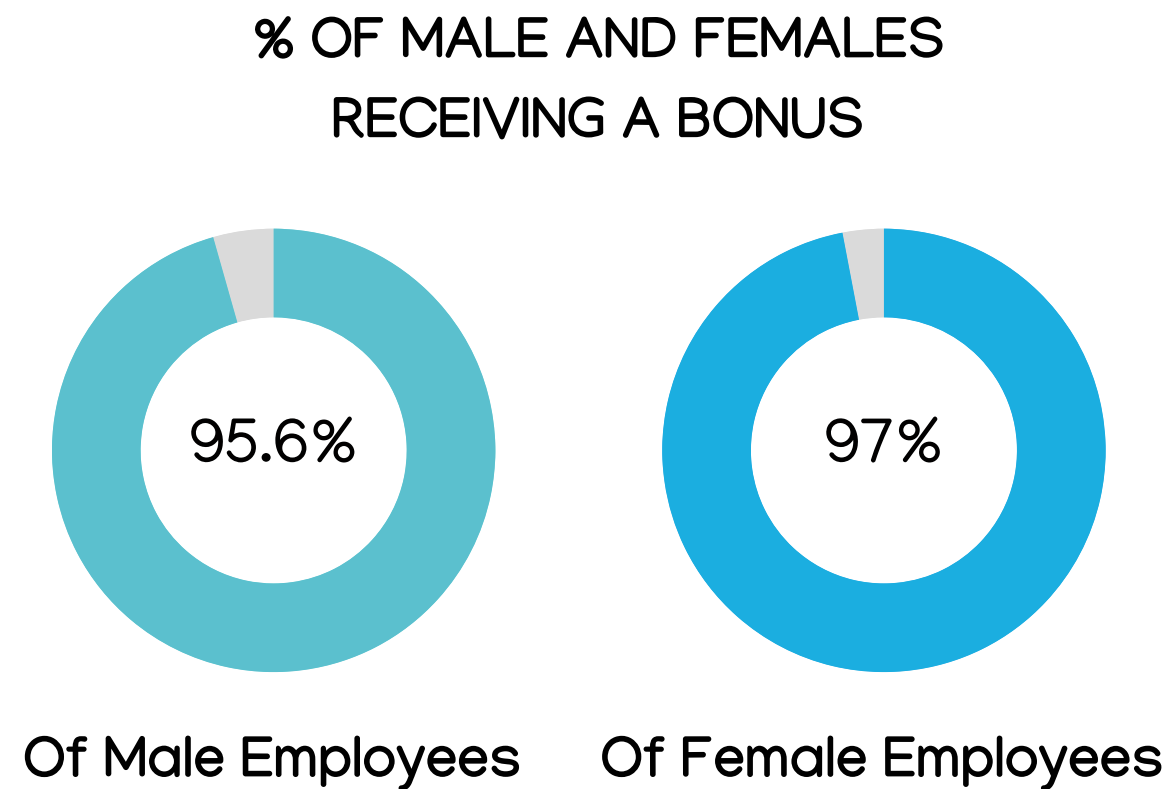
PAY QUANTILES BY GENDER

The table below depicts pay quartiles by gender; this shows HPP’s workforce divided into four equal-sized groups based on hourly pay rates. We have seen positive progress in this area, with an increased percentage of women in our Upper, Lower Middle and Lower Quartiles. Whilst we still have a considerable amount of work to do to, we are encouraged to see progress in this area, which includes an increase in the percentage of females in HPP, moving from 10.4% to 10.8% year on year. Our focus remains, and we will continue to make impactful strategic interventions to increase the number of women at HPP.



BONUS PROPORTIONS

Men and women at HPP are offered the same opportunities to receive bonus, however, as there continues to be more men in senior positions with higher bonus rates, we continue to see a gap in our bonus percentage. This has, however, decreased with more women receiving a bonus and a small increase in the percentage of women in the upper pay quartile. Changes we made in the previous year to pay the collective bonus to those in a 12-month trainee position also contributes to the decrease of the gap year on year.

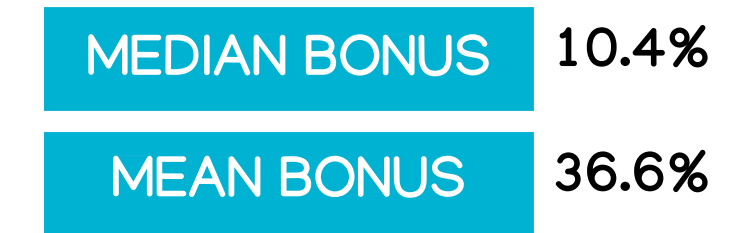


● Male ● Female

BONUS GAP % 2022 – 2023



BONUS GAP % 2023 – 2024



PROGRESS

In 2023 we launched our Accelerating Women in Engineering (AWiE) Programme, an initiative that offers ten talented women engineers a unique opportunity to gain paid, one-year work experience, immersing them in diverse areas of engineering within Formula 1 and Advanced Technologies. To support this programme, we are assigning mentors to each AWiE awardee who joins our programme, creating a further development opportunity for a number of our HPP women engineers who will be trained to become a mentor.

- Our Schools & Community Project Team continues to raise the profile of STEM careers, specifically in Engineering and Motorsport across our partner schools. These have included inviting students to join us at HPP for tours of our facility, meeting with engineers and race viewings. Recognising that women continue to be significantly underrepresented in Engineering, this project team have also facilitated events specifically for girls.
- Targeted 'Women in Engineering' webinars hosted by HPP, creating an opportunity for those who are interested in a career in Engineering and/or Motorsport to hear from role models, learn more about their journeys to HPP and ask questions.
- Improvement in facilities for women, additional bathroom facilities and a review of the period products we provide free of charge to improve the offering
- Women's Health speaker sessions to raise awareness
- Return-to-work Coaching for returning mothers
- University Partnerships with Aston University, offering bursaries and Engineering mentors to provide opportunities and remove barriers for students from underrepresented groups

PARTNERSHIPS

We are continuing our partnerships with the Women's Engineering Society and AFBE-UK who are supporting our DE&I strategy, sharing insights, advice and creating opportunities for our employees to access and act as role models.

LEVERAGING PARTNERSHIPS WITH WES

As our partnership moves into its third year with the Women's Engineering Society, we look forward to further leveraging our collaboration. Together we are committed to empowering, inspiring and nurturing the best female talent in Engineering and Motorsport by challenging barriers to access and creating opportunities to thrive:

- Providing WES memberships to our employees which allow them the opportunity to access the MentorSet programme as both Mentors and Mentees
- Valued support and guidance of WES in the creation and execution of our Accelerating Women in Engineering Programme
- Supporting WES events, which will include our Women Engineers hosting sessions and taking speaking opportunities
- Accessing insights, feedback, and expertise from WES in our DE&I Strategy and Programmes
- Recruitment Process
- Attracting and engaging talent for HPP is a business priority, our performance depends on it. Ensuring we are accessing the widest possible talent pool is essential, and as such, we must be intentional and proactive in our talent attraction strategy, ensuring that our adverts are engaging and inclusive and in identifying and removing any barriers that may exist for those from underrepresented groups. We are:
 - Introducing a bursary that can cover associated costs of attending our interviews and assessment centres for those with socioeconomic barriers applying for a position on our student scheme
 - Hosting regular webinars where future talent can hear from our Engineers, find out more about our organisation and ask questions they may have
 - Reviewing our assessment processes to ensure they are inclusive
 - Committing ongoing support with our University partnership, our Engineers support cohorts with tailored lectures and mentorship

CLOSING WORDS

Whilst progress has been made, our commitment to reducing the gender pay gap must continue. We recognise the need to do more to create opportunities for talented women engineers, who remain significantly underrepresented in both Motorsport and Engineering. This means identifying, understanding and removing the barriers that prevent entry into the industry. Equally important is ensuring that women have the support and opportunities needed to develop and progress their careers. By staying focused and proactive, we can drive meaningful change and work towards a more inclusive and equitable future.