

MERCEDES AMG HIGH PERFORMANCE POWERTRAINS

Gender Pay Gap Report 2024 - 2025



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.



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

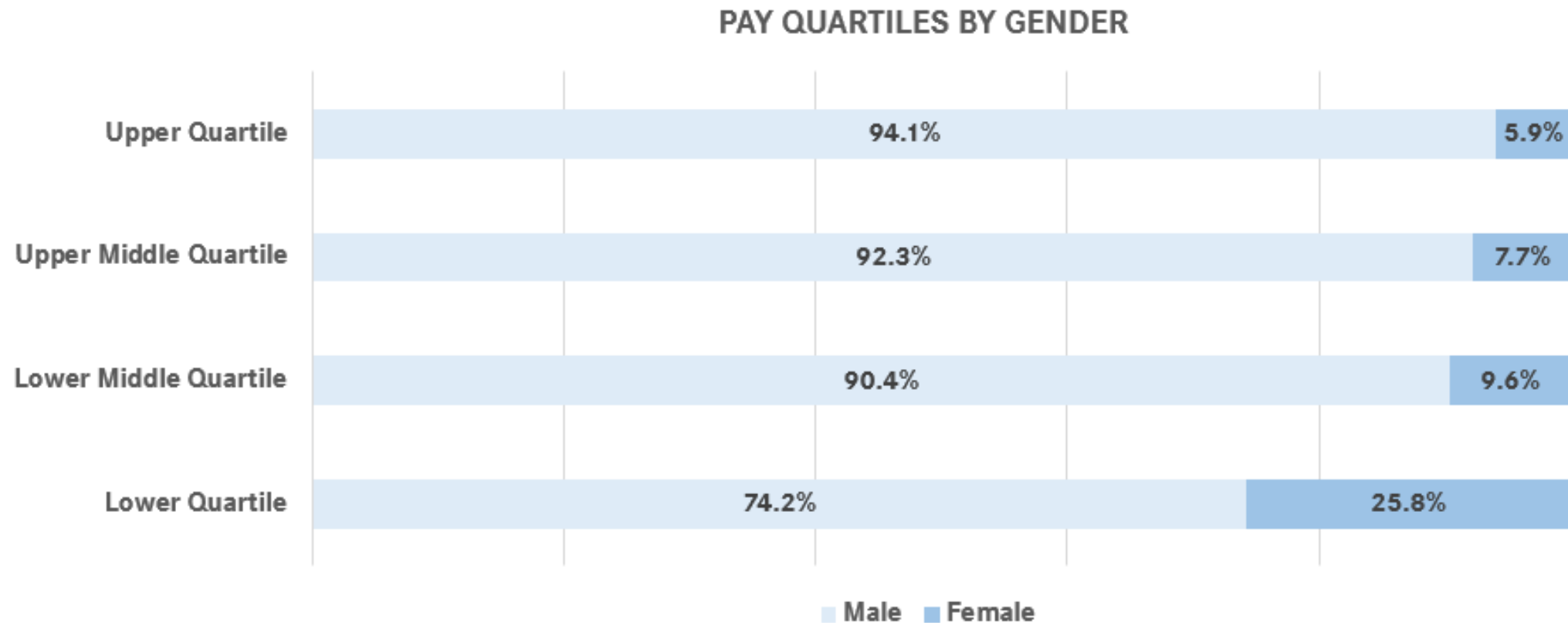


Both our mean and median gender pay gaps have increased year on year. Although this is not the direction we want to see, we understand the key factor influencing this change: the continued increase in the number of women joining HPP.

- A majority of our recruitment is through our early careers programme, which naturally sits within the lower pay quartiles.
- As a result, the percentage of women in these quartiles has grown from 18.1% in 2024 to 25.8% in 2025.
- This shift in the distribution of women across the pay structure has widened the overall average pay gap.

Pay quartiles by gender

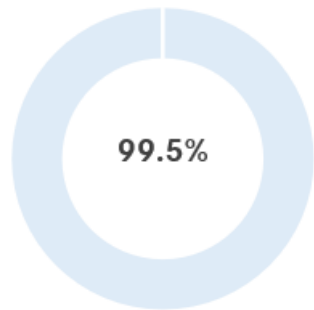
The table below depicts pay quartiles by gender; this shows HPP's workforce divided into four equal-sized groups based on hourly pay rates. We have seen some positive progress in this area, with an increased percentage of women in our Upper Middle Quartile. As most new joiners enter HPP through our early careers' programmes – combined with our focused efforts to attract and engage talented women – we have also seen a significant rise in the number of women in the Lower Quartile.



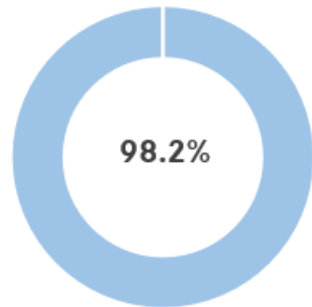
Bonus Proportions

Men and women at HPP have equal access to bonus opportunities. However, the personal element of our bonus scheme – which is calculated as a percentage of base salary – contributes to the bonus gap due to the higher number of women in the lower pay quartiles, influencing the overall bonus pay gap. Only a very small number of employees are not eligible for a bonus due to the contractual nature of their roles.

% OF MALE AND FEMALES RECEIVING A BONUS



Of Male Employees



Of Female Employees

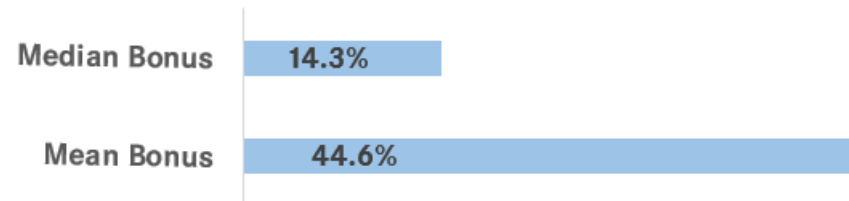
TOTAL NUMBER OF EMPLOYEES



TOTAL NUMBER WHO RECEIVED A BONUS



Bonus Gap % 2024 - 2025



Progress

Between 2022 and 2025 the percentage of women at HPP has increased from 8% to 13%. This is good progress, as we seek to attract, engage, and retain talented women. Our strategy combines widening our external talent pool with building an inclusive internal culture, ensuring HPP is a place where women can thrive and reach their full potential. We are proud of the progress we have made this year:

Accelerating Women in Engineering (AWiE) Programme:

Launched in 2023 as a 12-month programme, with the first cohort joining HPP in September 2024. During this period, the number of women in core engineering roles doubled compared with the previous year. Following strong outcomes — including 83% of undergraduates receiving graduate offers and 71% of graduates progressing into the full two-year programme or securing permanent roles — the programme was relaunched in 2024 for a new 2025 cohort.

Industry Engagement:

HPP team members contributed to events and webinars hosted by [Stemettes](#) and the Women's Engineering Society, supporting wider industry visibility.

Partnerships

We continue to work closely with key partners — including the Women's Engineering Society, AFBE-UK, and Racing Pride - who support our DE&I strategy, provide insight, offer feedback on policy, and create opportunities for employees to connect with and act as role models within the wider community.

Women in Engineering External Video:

Produced a dedicated video highlighting representation and career pathways for women across engineering and motorsport roles.

Targeted Outreach:

Delivered 'Women in Engineering' webinars to provide insight into engineering and motorsport careers, with opportunities to hear from role models and ask questions directly.

Mentoring:

Created additional growth opportunities by supporting women engineers to act as mentors.

External Representation:

Attended Women's Engineering Society events as exhibitors, further building visibility and outreach.

Internal Communications Platforms:

The HPP Women's Network and Women in Engineering Project Team launched new IMS pages to support visibility, share updates, and strengthen community engagement.

Increased Development:

Increased participation of women in the future potential team leader programme to support progression and leadership capability.

Education & Inspiration:

Employees spoke at multiple university and school events, sharing career journeys and promoting pathways into engineering and motorsport.

Women's Health Awareness:

Hosted speaker sessions to improve awareness, understanding, and support around women's health topics.

Closing Remarks

As we reflect on this year's Gender Pay Gap report, we recognise both the progress we have made and the challenges that remain.

We have taken meaningful steps to strengthen gender representation across our organisation, including increasing the number of women joining through our early careers programmes. This is an important investment in building a high-performing and diverse workforce for the future.

We acknowledge that this shift has contributed to a widening of our current gender pay gap, as a higher proportion of women now represented in entry-level roles. While this impact is expected in the short-term, it does not lessen our commitment to creating long-term, sustainable change.

Our focus remains on improving gender balance at every level of the organisation and ensuring women have equitable access to development, progression, and leadership opportunities. We know that genuine progress takes time, and we will continue to take evidence-based, purposeful actions to close the gap and to create a workplace where everyone can thrive. We are proud of the foundations we have laid and are determined to build on them as we move forward.



Hywel Thomas, Managing Director