



**aramco**  
FORMULA ONE™ TEAM

***GENDER PAY GAP REPORT***  
*APRIL 2024 TO APRIL 2025*

## INTRODUCTION

*The UK gender pay gap remains an important measure of fairness and equality, helping ensure women have equitable opportunities to progress and thrive at Aston Martin Aramco Formula One™. Closing this gap is essential to fostering a fair, innovative, and inclusive team culture.*

*This report outlines our gender pay gap as of 5 April 2025, the actions we have taken, and the initiatives we continue to advance. We are committed to addressing the underlying factors that contribute to disparities by strengthening progression pathways, removing barriers, and supporting women across the team to build fulfilling long-term careers.*

***We are proud of our diverse and talented workforce, and we know meaningful change happens when we work together. This report highlights the steps we are taking to increase female representation and inclusion at AMF1, supported by partners who help ensure that a career in Formula One™ is open to everyone.***

*Janet Wessels*

*Chief People Officer*



## WHAT IS THE GENDER PAY GAP?

Mandatory gender pay gap (GPG) reporting introduced in 2017, requires employers with 250 or more employees to report data on pay disparity between men and women. The goal is to increase transparency, hold companies accountable, and identify areas where pay inequality exists.

By making this information public, companies are encouraged to take action to address the gap, promote gender quality, and improve their corporate reputation. It also helps track progress over time, ensuring that employers comply with regulations and actively work to close the gender pay gap.

The gender pay gap is the difference between the average earnings of men and women in an organisation, regardless of their roles. The data is based on the calculations set by government and is significantly influenced by the difference in the numbers of men and women at various levels within the organisation. This is expressed as a percentage.

## IS EQUAL PAY DIFFERENT?

The Gender Pay Gap is not the same as Equal Pay. Equal Pay is the right for women and men to be paid the same for the same, or equivalent, work or work of equal value. Even when pay is equal, there may still be a gender pay gap.

## HOW IS THE GENDER PAY GAP CALCULATED?

At Aston Martin Aramco Formula One™ we collect data for two groups of employees, who are classified by the UK Government as relevant employees and full pay relevant employees. We use the data of our relevant employees to calculate bonus pay data and data of our full-pay employees for all other gender pay gap calculations.

## THE MEAN

The mean Gender Pay Gap is an average. It is calculated by adding up the relevant payments to all male employees and dividing this by the total number of male employees and doing the same for female employees. The Mean Gender Pay Gap is the difference between the mean figures for men and women.

## THE MEDIAN

The median Gender Pay Gap is calculated by listing all male and female employees' wages from highest to lowest and comparing the number that sits in the middle for each. The difference in pay between those two individuals is the Median Pay Gap figure.

# OVERVIEW OF DATA

The following tables show our overall Gender Pay Gap data for all our 952 relevant colleagues. This is a snapshot recorded on **05 April 2025**. It also shows bonuses paid to the all-relevant employees and full -pay relevant employees in the 12 months ending on the snapshot date.

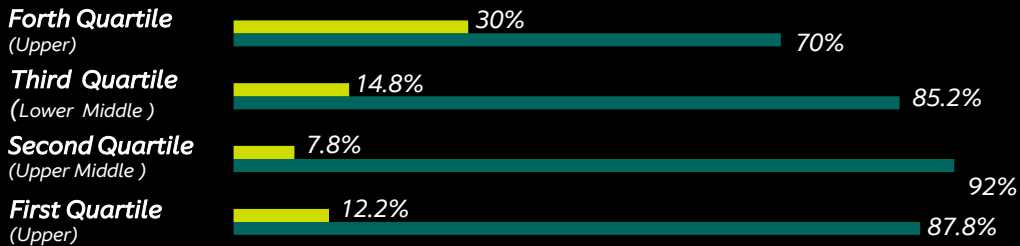


This graphic shows the percentage of male to female employees and shows that our employee population remains predominantly male.

\*Engineering UK biannual report (April 2025) showed that Women accounted for 16.9% (up from 15.7% IN 2023) of the workforce working in the engineering industry in the UK.

## PAY QUARTILES

The quartiles are calculated by listing the rates of pay for each employee across the business – from highest to lowest – then splitting that list into four equal sized groups and calculating the percentage of males and females in each group.



## OUR PAY GAPS

This graphic shows that using the median basis men earn 20.6% higher than women, and on a mean basis men earn 54.3% higher than women.

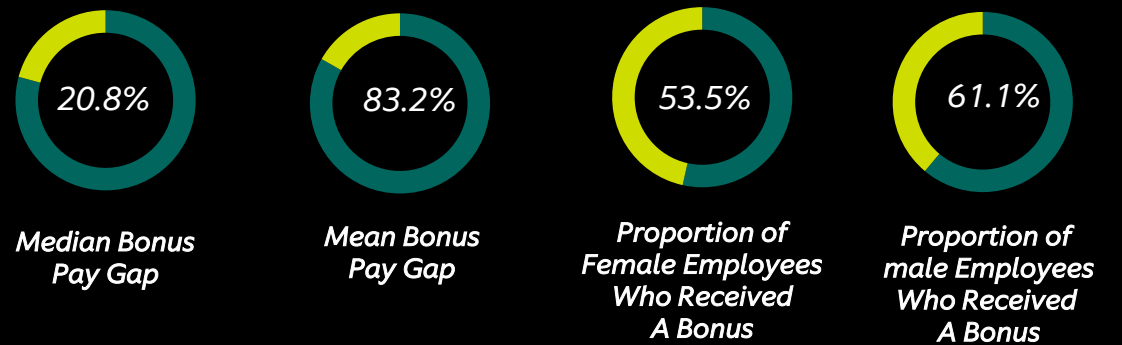


## OUR BONUS GAP

This calculation shows the percentage of men and women who received bonus pay in the 12 months ending on your snapshot date.

**Mean** (average) gender pay gap for bonus pay - This calculation shows the difference in the mean (average) bonus pay paid to men and women.

**Median** gender pay gap for bonus pay - This calculation shows the difference in the median bonus pay paid to men and women.



## OUR PROGRESS



**Continuing to break down barriers:** The second cohort of young students from The Aleto Foundation complete nine-month mentorship programme with the team

Aston Martin Aramco Formula One™ and the Aleto Foundation share a commitment to increasing diversity and participation in motorsport. This year, the second cohort of the Aleto Foundation mentorship programme successfully completed a tailored nine-month leadership journey, with 15 students supported through one-to-one mentoring delivered by AMF1 colleagues from across the team.

The programme is designed to guide, support, and empower young people as they work towards establishing careers in motorsport.

**Key successes include several mentees securing industrial placements across motorsport and the wider automotive industry, demonstrating the programme's tangible impact in opening pathways into highly competitive technical sectors**

### AMF1 LIONESSES – ROAR TO SUCCESS

This year, Aston Martin Aramco proudly established our women's football team, who went on to win their inaugural match against another Formula One team. While the victory was a milestone, it represents something far greater. Just three years ago, during the first inter-team match, we were unable to field a full squad. We did not yet have enough female players, nor the collective confidence that we could compete.

Today, that has transformed. We now have a squad of 19 determined players who embody teamwork, resilience, and the drive to excel—qualities that reflect the spirit of our team both on and off the track.

### WE ARE RACING GREEN.

**These values focus on creating an inclusive culture where everyone feels welcomed and can be themselves.**

Last year, WE ARE RACING GREEN launched across the team representing AMF1's commitment to fostering an inclusive and welcoming culture across the team. It is a values-led approach that emphasises belonging, authenticity, and respect, ensuring that every individual feels supported, valued, and able to be themselves within the organisation.

**“ WE ARE RACING GREEN shapes how we support one another with authenticity, respect, and belonging. When women feel welcomed and able to be themselves, they thrive. Inclusion is how we build a team where everyone can succeed.”**

Janet Wessels – Chief People Officer

## OUR PROGRESS



### ACCELERATING WOMEN IN STEM

*In celebration of International Women's Day, we partnered with Arm to showcase the importance of diversity, equity, and inclusion (DEI) in STEM and motorsport. We were joined by three inspirational women - Jessica Hawkins, AMF1's Driver Ambassador & F1 Academy Head, and Tamika Curry Smith, Arm Chief DEI Officer, alongside a keynote from Dr Anne-Marie Imafidon MBE on leadership and growth mindsets for women.*

*The day also marked the launch of the Accelerate Women mentorship programme, which pairs women from Aston Martin Aramco F1 with colleagues at Arm for a nine-month mentoring journey. In addition, 40 students from Kingsthorpe College, Weavers Academy, and Milton Keynes College attended, engaging with colleagues and exploring career opportunities in STEM and motorsport. Through mentorship, discussion, and hands-on interaction, the event highlighted the team's commitment to building pathways for women in technical and leadership roles.*

*As Jessica Hawkins, Head of F1 Academy, said:*

***“ Be confident, be passionate, never ever give up. Treat setbacks as positives and use them to learn and grow, you do deserve a place at that table.”***

***“ One of the things we're trying to do with our partnership with Aston Martin Aramco Formula One™ is provide more opportunities to women of all backgrounds is sparking their interest in STEM, giving them support via mentorship and allyship, and providing role models so that they can see what's possible”***

*Tamika Curry Smith, Arm's Chief Diversity, Equity, and Inclusion Officer*

## LOOKING AHEAD

*As a team we need to continue to accelerate women at AMF1 and over the last year since the data presented in this report, we have continued our journey, here's a small snapshot of what we've been up to.*

***We have strengthened our partnership with Arm*** to accelerate women in technology and motorsport by launching a woman-to-woman mentoring programme that brings together inspiring colleagues from both organisations. Together, they're fast-tracking career growth, sparking fresh ideas, and creating bold new opportunities for women across our teams.

***As Official Skincare Partner of the Aston Martin Aramco Formula One™ Team, Elemis joined AMF1 to deliver Power of the Pause***, during World Mental Health Week. Elemis Co-Founder and Chief Oriele Frank joined the team's Women's group, WIN@AMF1 to encourage everyone to reflect on how pausing can enhance daily work, providing practical tips and signposting to wellbeing resources.

***We launched the Empower Through Menopause Employee Resource Group (ERG)*** to create a supportive and informed space for colleagues experiencing menopause, as well as those supporting them. The group raises awareness, reduces stigma, and ensures colleagues feel heard, understood, and supported during a stage of life that can affect wellbeing, confidence, and performance at work.

