

# GENDER PAY GAP 2025



DATA FROM APRIL 2023 – APRIL 2024



The gender pay gap measures the difference between average (median) hourly earnings of men and women, usually shown by the percentage men earn more than women.

McLaren Automotive Limited is an equal pay employer ensuring male and female colleagues are paid equally for equivalent roles within our business.





# OUR RESULTS

Our figures show that the median pay for females is 7% lower than male employees, this matches the current National Average.

7%

McLaren Automotive

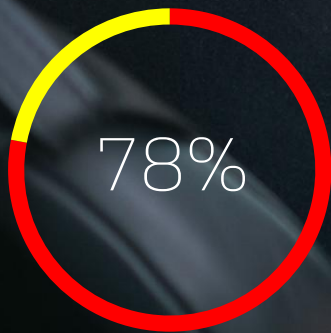
7%

National Average

# Pay Quartiles

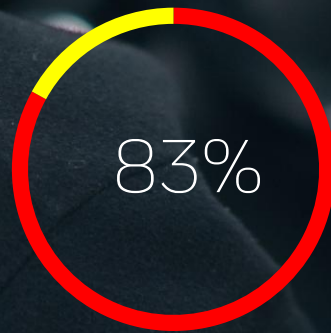
This is where we split our workforce into four equally-sized parts based on people's hourly pay. We've then split each part by gender. This shows where the gender split is across these four quartiles and where the majority of females sit across the organisation.

Our gender pay gap leans heavily towards men, mainly because our industry is predominantly male-dominated, and a significant portion of our senior leadership and executives are also men.



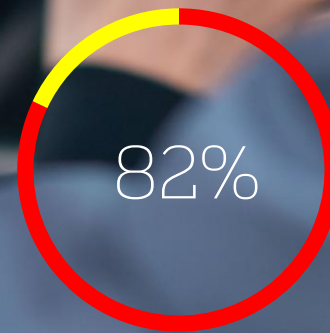
LOWER

434 Male  
122 Female



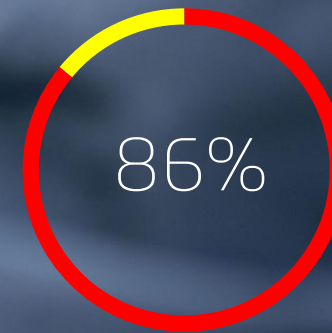
LOWER MIDDLE

461 Male  
97 Female



UPPER MIDDLE

454 Male  
102 Female



HIGHER

478 Male  
78 Female



# Bonus Pay

Our median bonus pay gap is **14.67%**, meaning that the bonus paid to female employees was 14.67% lower than male employees. This is an improvement of almost 10% from the previous year.



86.70% of males  
received a bonus



86.72% of  
females received  
a bonus

N.B. The gender pay gap shows the difference between median (mid-point) pay and bonus earnings of male and female employees, expressed as a percentage of male employees' earnings.



# OUR COMMITMENT

At McLaren, we remain fully committed to gender equality, recognising a diverse workforce is essential in driving innovation and excellence.

Through our Empower Female Network we encourage and support development enabling us to promote from within, building a diverse team and increasing female representation. In the last 12 months we have achieved an increase in the number of females in the most senior roles and have seen a fourfold increase in the percentage of females accepted onto our early careers scheme.

Diverse teams are better teams, stronger teams and we continue to focus on attracting and retaining the best female talent in the industry.



