



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%

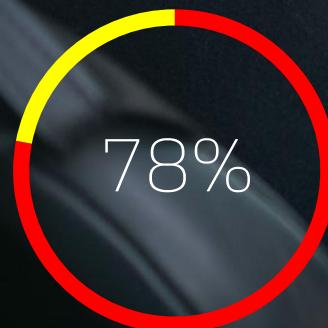
National Average

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

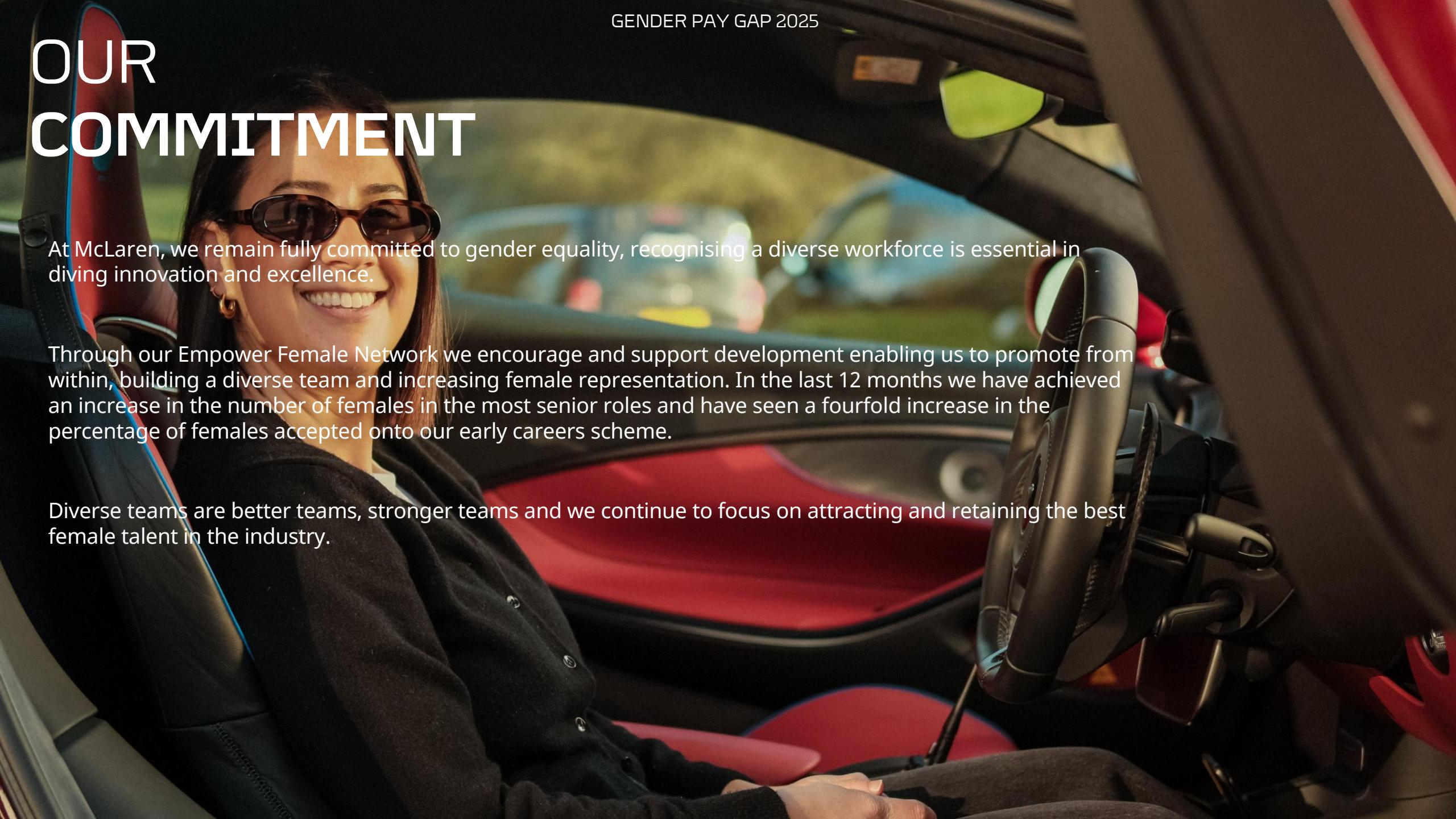
478 Male
78 Female

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.



OUR COMMITMENT

A woman with long dark hair, wearing dark sunglasses and a racing helmet with goggles, is smiling from inside the cockpit of a Formula 1 racing car. The interior of the car is visible, including the steering wheel and dashboard. The background is blurred, suggesting motion on a race track.

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.

