

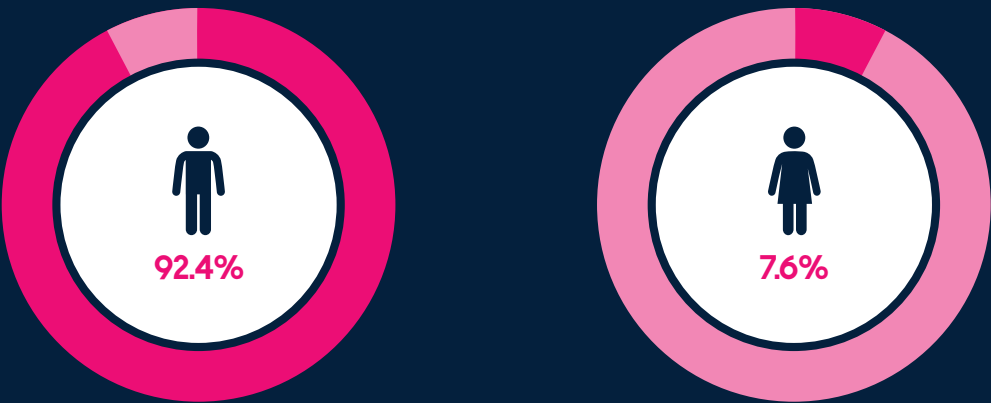


**RACING**   
FORMULA ONE® TEAM

# GENDER PAY GAP

2019 RESULTS

# RACING POINT GENDER PAY GAP

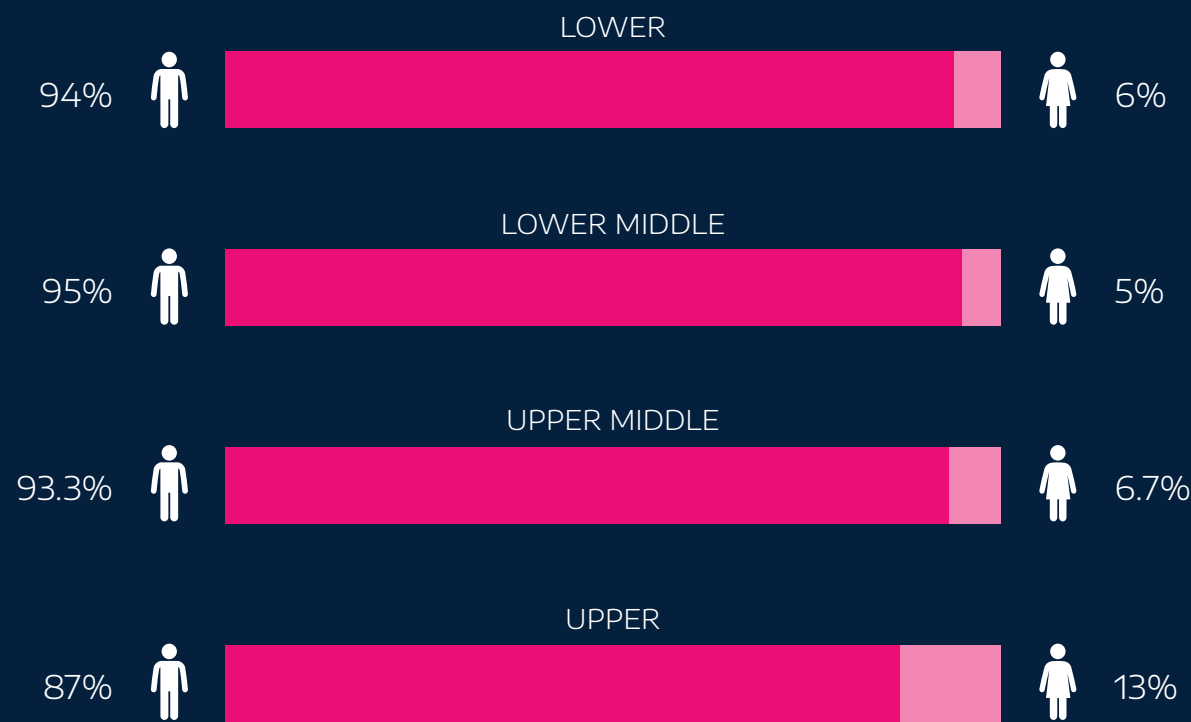


## Proportion of male and female employees in the business

The data shows that our employee population remains predominantly male.

# 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 in to four equal sized groups and calculating the percentage of males in each group.



Hourly percentage  
difference between male  
and female employees

MEAN  
**25.5%**

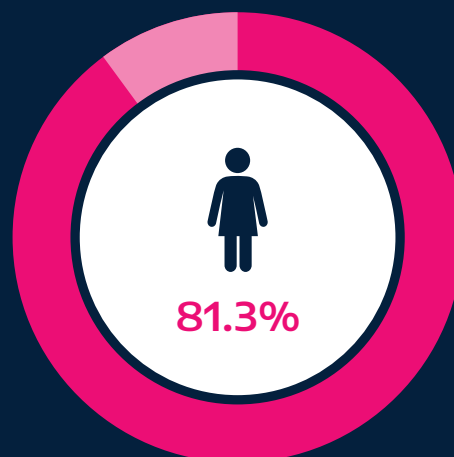
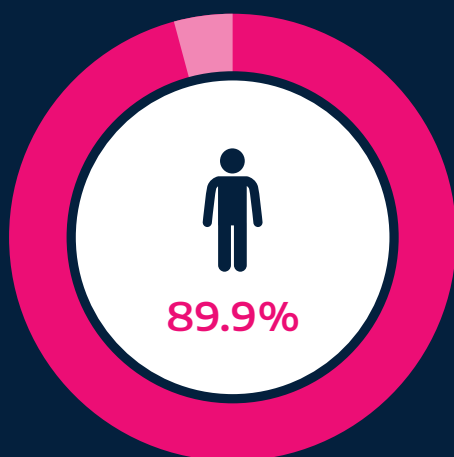
MEDIAN  
**14.5%**

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There has been a further step in the female population moving from the lower quartiles to the upper quartiles compared to the previous year.

## BONUS GAP

Our bonus gap is driven by the bonus structure we have in place for senior roles of which are held predominately by men.



Percentage of male and female employees that  
received a bonus

Bonus payment difference

MEAN  
**59.5%**

MEDIAN  
**0%**

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The team is committed to equality in employment and discrimination of any kind is not tolerated. Accordingly, all our managers ensure that recruitment, selection, training, development and promotion procedures result in no job applicant or existing employee receiving less favourable treatment than another on grounds of age, gender, disability and other protected characteristics.

The Company's objective remains to ensure that individuals are selected, promoted and otherwise treated solely on the basis of their relevant aptitudes, skills and abilities.

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OTMAR SZAFNAUER  
**Chief Executive Officer and Team Principal**

The BWT logo features a stylized white 'B' inside a dark circle, followed by the letters 'BWT' in a bold, white, sans-serif font.The logo for the BWT Racing Formula One Team. It includes a horizontal bar with a grey-to-pink gradient, followed by the word 'RACING' in a bold, white, sans-serif font, and a target symbol to the right. Below this, the words 'FORMULA ONE® TEAM' are written in a smaller, white, sans-serif font.