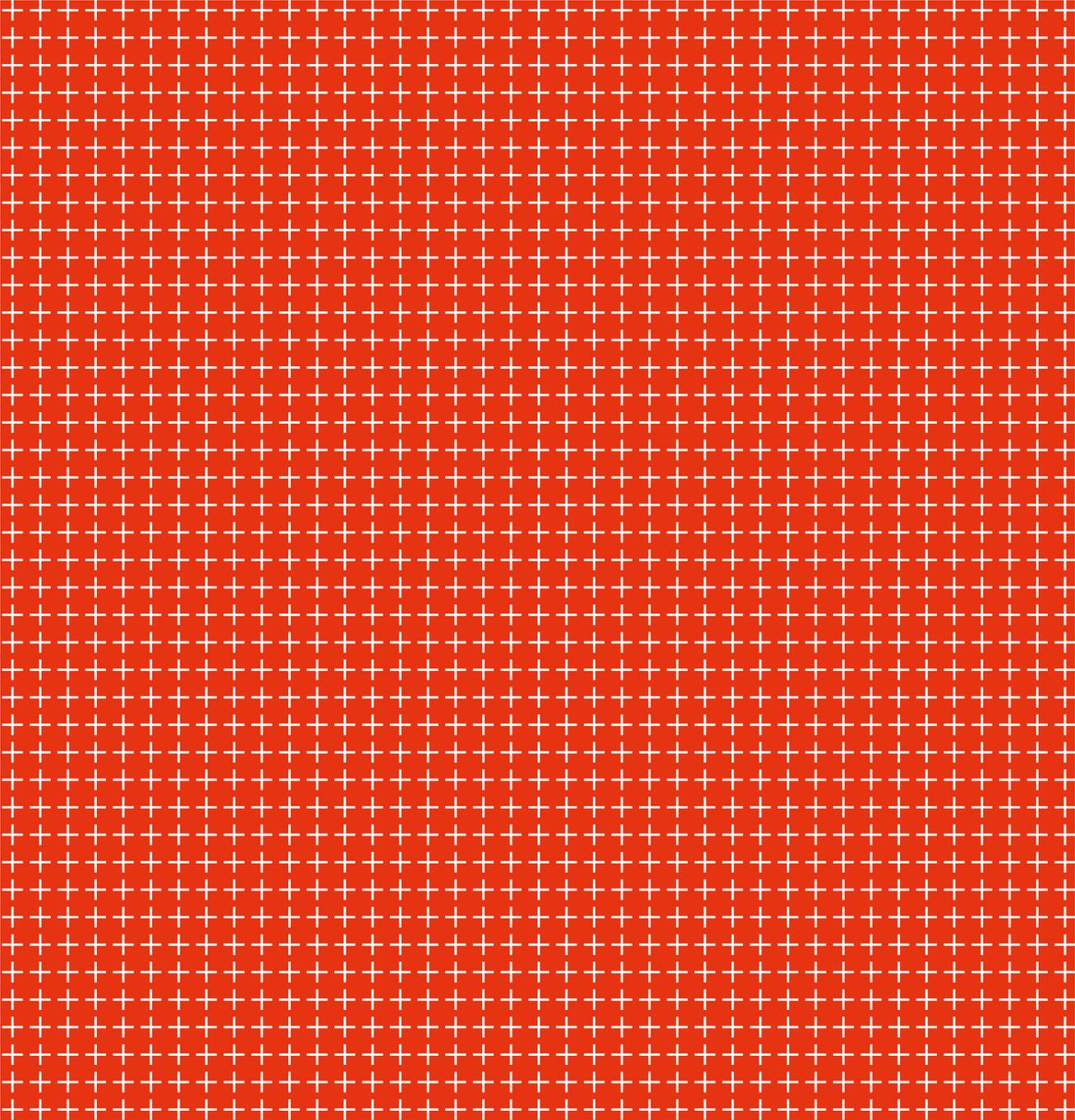




# FORMULA 1<sup>®</sup> 2022 GENDER PAY GAP REPORT





**We are committed to building a more diverse and inclusive sport, breaking down barriers and encouraging people from all backgrounds to get involved in our sport, as we aim to create a diverse Formula 1<sup>®</sup> that reflects the world in which we race.**

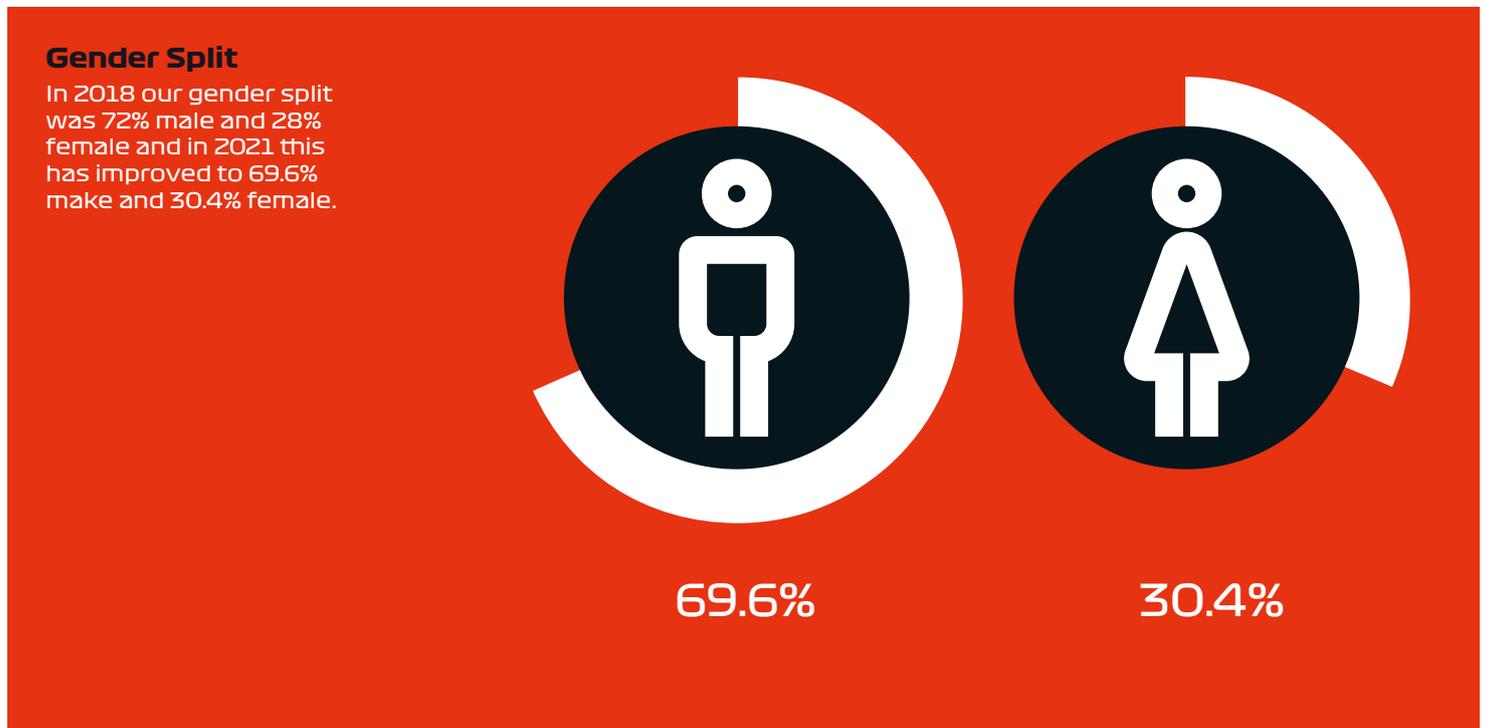
In 2019 we set out a comprehensive plan to improve diversity in our sport alongside detailed plans to become more sustainable and leave a positive legacy in all the communities we race in. Since 2019 we have made strong progress against our plans and will continue to push forward in the months and years ahead.

In the area of diversity and inclusion our focus is on:

- Promoting diversity in our own workplace
- With the teams, increasing diversity across the paddock
- Continuing to address gender pay gap
- Increasing access and support for STEM education opportunities
- Improving access for underrepresented groups in all roles in Formula 1<sup>®</sup>



## **CLOSING THE GENDER PAY GAP CONTINUES TO BE A KEY PRIORITY FOR THE FORMULA 1<sup>®</sup>, AND WE ARE MAKING GOOD PROGRESS**

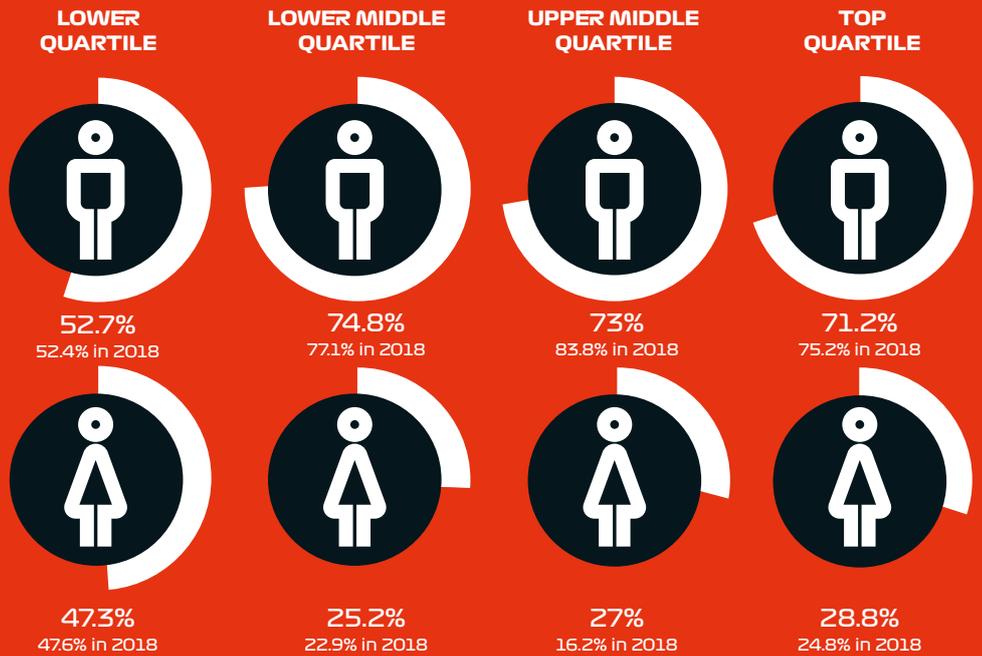


This graphic shows the percentage of men and women permanently employed at Formula 1<sup>®</sup>. We are delighted to see a positive uplift of 2.4% in representation of females since 2018 within F1<sup>®</sup>.



### Pay Quartiles

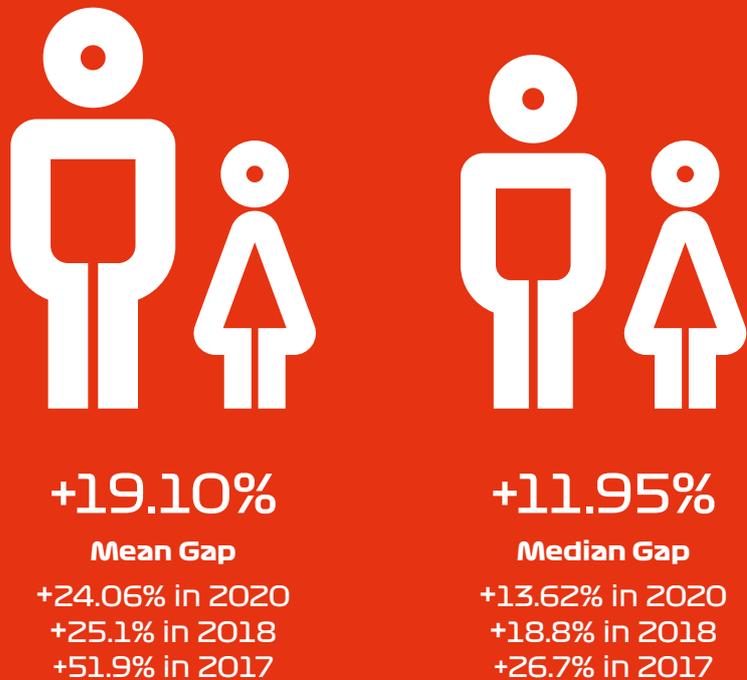
We have made significant improvements across the quartiles since our first report in 2017, with the improvement between 2018 and 2021 remaining strong.



This graphic shows the percentage of men and women in each pay quartile, and the variance between 2018 and 2021. Quartiles are calculated by setting out the rates of pay for each employee across Formula 1® from lowest to highest, before splitting that list into four equal-sized groups and calculating the percentage of males and females in each. We are delighted to report a significant percentage increase in our female representation across three of the four quartiles; with a 2.3% increase in women in the lower middle quartile since 2018, a 10.7% increase in upper middle since 2018 and a 4% increase in the top quartile since 2018, thus highlighting significant improvements across a three-year period of reporting.

### Actual Gender Pay Gap

The progress we have made in the last two years is significant within our industry. Our mean gap over a two year period 2017 - 2021 has gone from +51.9% to +19.1% and our median has shifted from +26.7% in 2017 to +11.95% in 2021.



The graphic shows our overall mean and median gender pay gap based on hourly rates of pay as of the snapshot date of 5th April 2021.

**We will remain focused on this important issue and we are confident in the actions we are taking to improve female representation in our business and look forward to reporting further progress in the coming years.**





**We are pleased with the progress we are making across the organisation to increase diversity and access to careers in our sport**

- In 2020 we announced plans to increase opportunities for underrepresented groups within our business and have been pleased to confirm that scholarships, apprenticeships, and internships have been rolled out since that time
- For our **scholarship programme**, started with £1 million of funding by our former CEO Chase Carey in 2020, we have already successfully supported ten students, who have begun placements in their undergraduate and postgraduate engineering degrees at leading universities in the UK and Italy
- The programme has been extended for a further four years, enabling scholarships to be offered to ten more students each year from 2022 to 2025 (inclusive)

**Scholarship programme**

EXTENDED FOR A FURTHER

**4**

**YEARS**

SUCCESSFULLY SUPPORTED

**10**

**STUDENTS**

TO BE OFFERED TO

**10**

**MORE STUDENTS  
FOR NEXT FOUR YEARS**





## Alongside this:

- Since 2019, each year we have welcomed the **W Series to the Formula 1® calendar** showcasing the incredible talent of the female drivers in the series to our audiences around the world. We believe it is incredibly important to give everyone the chance to reach the highest levels of our sport and their partnership with Formula 1® next season shows our determination and commitment to showcase their exciting series and the importance of building greater diversity across the sport



- Formula 1® has also teamed up with **Motorsport UK's Girls on Track programme** to host a series of inspirational talks with the women of F1®, to inspire others and show what it's like to work in a global international sport. Over 11 nights in February 2021, women working across F1 took part in virtual webinars over Zoom, giving advice and insight on their roles in the sport and taking questions about their experiences from the viewing audience. Throughout the series there were talks from women working in digital, IT, legal, procurement, marketing, race promotion, sponsorship, media rights, TV and hospitality covering every aspect of the business

**FIA GIRLS ON TRACK** | **motor sport UK**

## Meet the Women of Formula 1®

Join us for a Zoom Call like no other

How would you like the chance to meet the women behind the world's greatest racing spectacle? Motorsport UK's Girls on Track Programme and F1 are hosting a series of inspirational Zoom webinars with women who work in the pinnacle of motorsport.

**We'd love you to join us.**

The webinars will cover almost every area of F1. You can register for up to 11 different sessions in February 2021 with women working in everything from Race Promotion to TV Production, Studio Management to Legal Counsel.

Once you've registered, you'll be able to propose questions for the speakers, and find out everything you've always wanted to know about working in F1.

**Don't miss this. Register today.**



- We have continued to work hard to encourage younger generations of girls and boys to pursue careers in STEM through our highly successful **F1® in Schools programme** of which has a long history of investing in engaging programmes that inspire young people to follow exciting career paths in Science, Technology, Engineering and Mathematics (STEM). Ahead of the first ever Miami Grand Prix, which takes place 6-8 May 2022, F1 in Schools has launched in the City of Miami Gardens, with the Seek Foundation.



- In Esports we have put in place **Dedicated Women's Wildcard slots** into F1® Esports Series and confirmed two female drivers in the 2020 China Championship weekly league races. In our Virtual Grand Prix™ we secured our first ever female driver





- For our on-screen talent we have continued to expand our network across F1®-operated channels to ensure presenters, pundits and partners represent the **diversity of our audiences**, we have targeted locally relevant talent at each of the races and we are expanding our language offering so our content can be accessed in local languages
- Formula 1® has continued to promote a **culture of inclusion in our workplace** and attracting and retaining new diverse talent. This includes:
  - Working with a D&I expert to develop a suite of modules for all employees on key aspects of D&I
  - Continue to collaborate with the talent providers and agents that have direct routes into untapped talent in hidden markets
  - Working with the wider F1® community to develop initiatives that enhance our ability to attract and retain people from a wider market of potentials
  - Focus on development plans for current employees to strengthen our retention and ensure we are upskilling for the future. All development being linked to a string talent plan
  - Continue to review remuneration and benefits proposition with a proposal to bench against the current market in place

We are committed to making further progress across all these important areas and are fully committed to ensuring Formula 1® continues to attract and retain the best talent regardless from a wide range of backgrounds and experiences.



Signed by:

**Stefano Domenicali**  
Formula 1® President and CEO

**Adrienne Heeley**  
Director of HR