



FORMULA 1[®]
GENDER PAY GAP
REPORT 2025

Formula 1® is committed to building a more accessible sport, breaking down barriers and encouraging people from all backgrounds to get involved, as we create a sport that reflects the world in which we race.

Since the acquisition of Formula 1 in 2017 by Liberty Media, there has been significant progress in improving diversity, accessibility and inclusion throughout the sport. Progress continued throughout 2024, as Formula 1, along with the ten teams and the FIA announced a Charter that commits to improve access to opportunities across the sport. The groundbreaking F1 Academy, the sport's female-only series, returned for a second season competing alongside Formula 1 at seven events, and off track the Formula 1 Engineering

Scholarship, which covers the entire cost of the student's tuition, together with living expenses and career support, entered its fourth year. The sport also continued with hosting apprenticeships and workshops, including The Next Grand Prix challenge in association with the Social Mobility Business Partnership (SMBP) charity and collaborated with its supported organisations such as the British Council and Mission 44 to facilitate social impact initiatives at Grands Prix.



The gender pay gap remains a priority for Formula 1®. The graphics below break down the progress Formula 1 has made since 2017.

GENDER SPLIT

2024



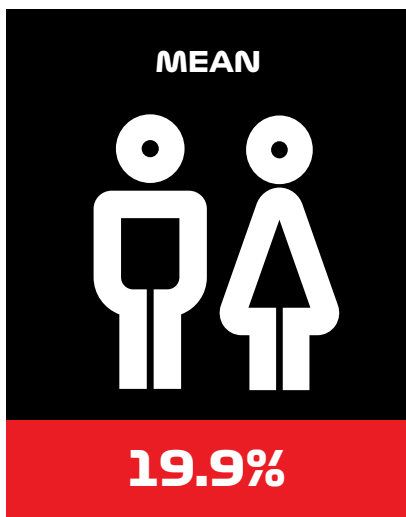
2017 **72%**



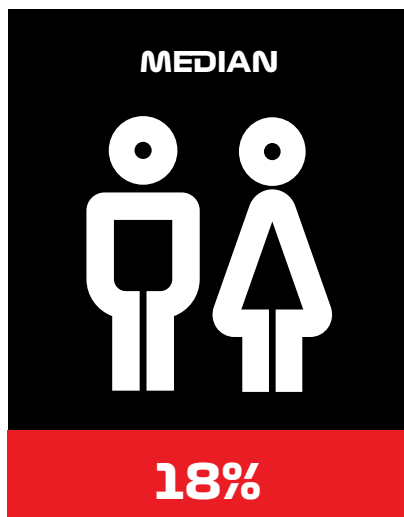
2017 **28%**

ACTUAL GENDER PAY GAP

2024



2023 **20.7%**
2017 **51.9%**



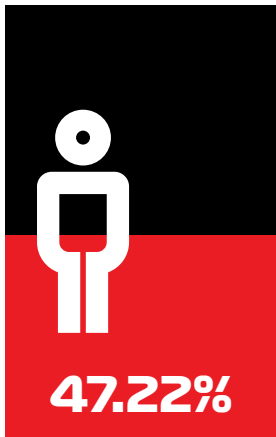
2023 **17.2%**
2017 **26.7%**



PAY QUARTILES

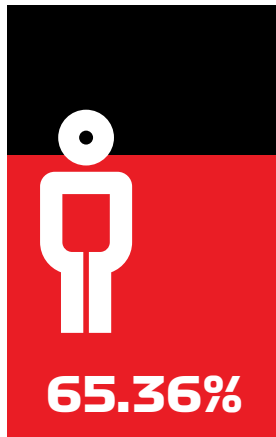
2024

**LOWER
QUARTILE**



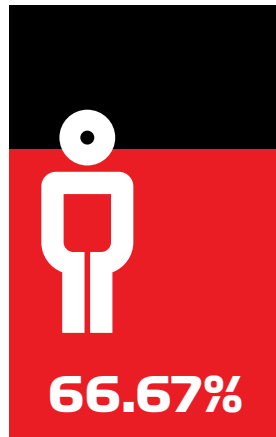
2023 49.7%
2017 46.7%

**LOWER MIDDLE
QUARTILE**



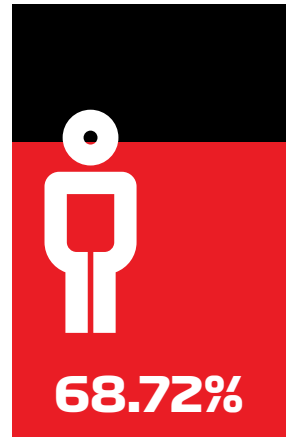
2023 66.9%
2017 79.3%

**UPPER MIDDLE
QUARTILE**

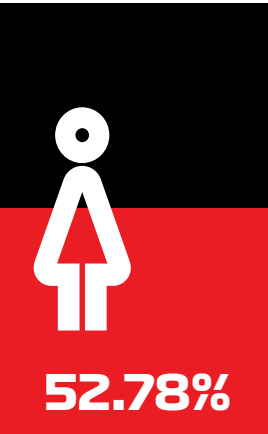


2023 65.2%
2017 83.7%

**UPPER
QUARTILE**



2023 70.8%
2017 77.4%



2023 50.3%
2017 53.3%



2023 33.1%
2017 20.7%



2023 34.8%
2017 16.3%



2023 29.2%
2017 22.6%



IMPROVING ACCESSIBILITY IN MOTORSPORT

In recent years, significant progress has been made more make motorsport more accessible. Examples include:



FORMULA 1® DIVERSITY & INCLUSION CHARTER

In 2024, Formula 1, all ten F1 teams and the FIA agreed to a new charter that commits to improve accessibility across the sport. With the vision to enable anyone to access, contribute to, and enjoy global motorsport, and a mission to

identify and remove barriers to entry, the charter sets out a clear set of joint principles, behaviours, and actions that will maximise diversity to improve the sport in the months and years ahead.



F1 ACADEMY™



Since its launch in 2022, F1 Academy, the sport's female-only series, has seen significant growth and global interest. The 2024 season featured 14 races across seven rounds, alongside the FIA Formula One World Championship™. The category featured a grid of 15 full-time drivers, 10 of which were supported by the F1 teams, while the remaining drivers and cars were backed by F1 Academy's Official Partners: Charlotte Tilbury, AMEX, Tommy Hilfiger, and PUMA.

The Wild Card entry was introduced in 2024 as part of an initiative to strengthen the talent pool in F1 Academy race locations, allowing talented young drivers to gain competitive experience.

Alpine-backed driver, Abbi Pulling, was crowned the 2024 F1 Academy Champion, receiving a fully funded seat in GB3 with Rodin Motorsport for the 2025 season. In addition to the full-time race seat, Abbi will also receive 20 days of testing in the GB3 car, also funded by F1 Academy and its Official Partner, Pirelli.

In 2025, Formula 1 will continue to provide global visibility to F1 Academy by having the series again join as a support event and offering financial assistance for each seat. This year, the season will feature 14 races across seven rounds with the additions of China, Canada, and Las Vegas, along with an expanded grid to 18 cars to reflect the series' rapid growth and the increasing talent pool of young female drivers.



LEARNING SECTORS WITH BRITISH COUNCIL



In collaboration with the British Council, Formula 1® launched a new global education programme, Learning Sectors in 2024.

The year-long programme, starting in January 2025, will work with young people aged 7 to 16 in 700 schools across Brazil, India, South Africa, and the UK, reaching more than 130,000 students. In India, South Africa, and the UK, schools will team up with a counterpart in one of the other countries and students will work together on Formula 1 inspired STEM projects for the duration of the school term. In Brazil, schools will take part in separate coding-related activity to help students develop critical skills in science and technology.

To launch the programme, a special event took place in Brazil ahead of the FORMULA 1 LENOVO GRANDE PRÊMIO DE SÃO PAULO 2024. Local students, teachers, and government officials received a special behind-the-scenes experience, visiting the circuit, and meeting with drivers and professionals from across the sport.



FORMULA 1® ENGINEERING SCHOLARSHIP



In 2024, five leading universities in the UK and Italy offered the Formula 1 Engineering Scholarship to a new cohort of engineering students as part of the ongoing bursary programme, which was first announced in 2021.

Each scholarship covers the full cost of the student's tuition alongside living expenses for the full duration of their degree. The scholars also undertake work experience at one of the ten F1® teams during the second year of study as well as having access to career workshops and mentoring.

The scholarship programme is part of Formula 1's wider commitment to create more opportunities for young people from all backgrounds and underrepresented groups to

access careers in motorsport. Since the beginning of the scholarship programme, 40 students from five partner universities have entered the scheme and in 2022 Formula 1 announced that it had been extended until 2025 inclusive, supporting 50 students in total.

At the FORMULA 1 QATAR AIRWAYS BRITISH GRAND PRIX 2024, Formula 1 hosted current scholars for a behind the scenes insight day where they received Paddock and Garage tours, attending a first of its kind career and networking event hosted by Formula 1 and Mission 44 and met Formula 1 President and CEO Stefano Domenicali.



MISSION 44



Formula 1® works with Mission 44 to facilitate social impact events. At Silverstone, Mission 44 in collaboration with Formula 1 hosted the first ever Fuelling Futures workshop, with representatives from across motorsport, including F1 ACADEMY, Mercedes-AMG Petronas F1 Team, Scuderia Ferrari, MoneyGram Haas F1 Team, Aston Martin Aramco F1 Team, Mercedes AMG High Performance Powertrain and McLaren Automotive, as well as organisations such as the Royal Academy of Engineering, the Association for Black and Minority Engineers, and Motorsport UK. The organisation's MSc Motorsport scholars also had the opportunity to go behind the scenes at the British Grand Prix and meet Sir Lewis Hamilton.

Additionally, Mission 44 with the support of Formula 1, invited a group of young people from underrepresented backgrounds to the Circuit of Americas ahead of the FORMULA 1 PIRELLI UNITED STATES GRAND PRIX 2024 for a once in a lifetime experience, where they received exclusive access to the Paddock and participated in a range of STEM activities.

STEM RACING



In late 2024, Formula 1 announced STEM Racing, the educational programme previously known as F1 in Schools, had become the latest organisation to be the 'supported by Formula 1' designation.

The re-branded initiative will help thousands of young students around the world in an exciting new era where it will distinguish itself as an independent non-profit organisation, while still harnessing the full support of F1 and the sport's community.

Last year, evolut1on, from Germany, were crowned champions at the finals hosted in Dhahran, Saudi Arabia.



MY UNTOLD STORY



My Untold Story returned in 2024 for a second year. The video series produced by F1®, its teams and the FIA shines a light on the dynamic people that make up the world of F1.

It showcases the variety of roles held by men and women in all aspects of the industry including STEM, broadcasting, officiating, and administration.

THE NEXT GRAND PRIX™



The Next Grand Prix ran its third annual competition in partnership with the charity, Social Mobility Business Partnership. Designed by Formula 1®, the day-long workshop tests students to create a fictional bid for a new Formula One World Championship™ location, with students working in teams and taking on various business roles before pitching their idea to a panel of experts from Formula 1 and host law firms.

In 2024 the workshops were hosted at four international law firms: A&O Shearman, Clifford Chance, Hogan Lovells, and Travers Smith, and the winning team from each workshop was invited to Formula 1's state-of-the-art Media & Technology Centre to compete in the Championship Final. So far, 400 students have participated in the challenge where they have gained invaluable work experience and key skills.

