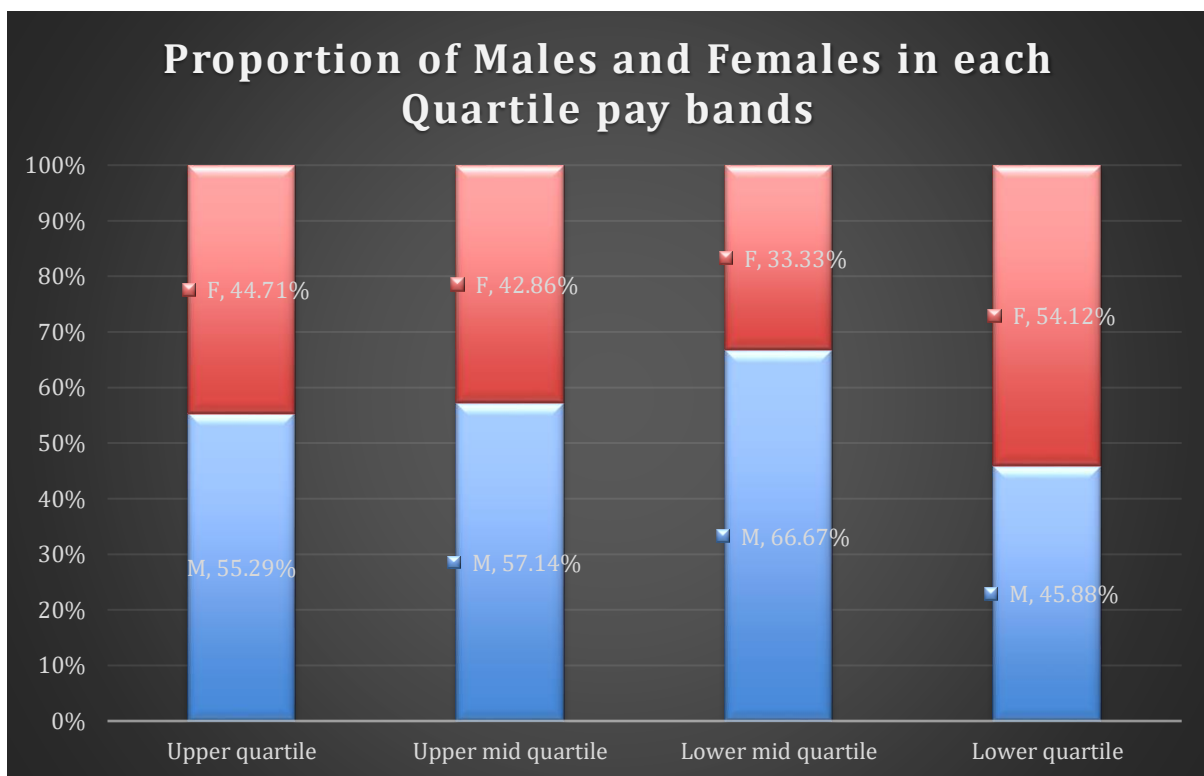




Silverstone Circuits Ltd is shifting towards more leisure-related activities to create a sustainable and profitable future. We are about to launch Escapade, an exciting new initiative, and have integrated Hilton Garden Inn into our sales offering to provide guests with an exceptional hospitality experience. Additionally, we have implemented a comprehensive environmental sustainability strategy to minimize our impact on the environment.

Our People strategy sets out to create an equal, diverse, and inclusive work environment; new benefits range from the introduction of enhanced payments for family friendly policies, the continuation of hybrid working, industry work experience placements, early years career opportunities, annual and monthly wellbeing initiatives and a talent acquisition strategy encouraging applications from all.

The gender pay gap is the difference between the average earnings of men and women, expressed as a percentage relative to men’s earnings. This is different to equal pay. Equal pay refers to men and women receiving equal pay for equal work, a concept Silverstone is committed to. The reported national UK gender pay gap for full time employees was 7.7% in 2023¹, Silverstone Circuits Ltd median pay gap was 0.27%.



The proportion of females in the upper and upper mid quartiles has remained broadly in line with 2022 figures however both the lower and lower mid quartile female figures have increased due to the broader leisure related roles recruited as opposed to more traditional technical based motorsport venue roles.

¹ [The Office for National Statistics](https://www.ons.gov.uk/peopleinwork/earningsandproductivity/genderpaygap), Released 1st November 2023





I confirm that the information reported above is accurate.

A handwritten signature in black ink, appearing to read "Darren Beddard", written over a horizontal line.

Darren Beddard

Finance Director