

MotorSport Vision Limited – Gender Pay Statement

Snapshot date 5 April 2021

MotorSport Vision Ltd (MSV) is an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This involves carrying out six calculations that show the difference between the average earnings of men and women at MSV.

1. Average gender pay gap as a mean average:

+12.2%

2. Average gender pay gap as a median average:

0%

3. Average bonus gender pay gap as a mean average:

+89.8%

4. Average bonus gender pay gap as a median average:

+91.6%

5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.

Males 1.2% Females 1.8%

6. Proportion of males and females when divided into four groups ordered from lowest to highest pay.

| | Male | Female |
|-----------------------|-------|--------|
| Lower Quartile | 73.2% | 26.8% |
| Lower Middle Quartile | 81.7% | 18.3% |
| Upper Middle Quartile | 78.3% | 21.7% |
| Upper Quartile | 78.3% | 21.7% |

The figures set out above are based on data from April 2021 and have been calculated using the standard methodologies set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. It should be noted that the figures are skewed by the impact of the Coronavirus Job Retention Scheme which was in use by MotorSport Vision Limited on the snapshot date.

I confirm to the best of my knowledge this information is complete and accurate



Jonathan Palmer
Chief Executive