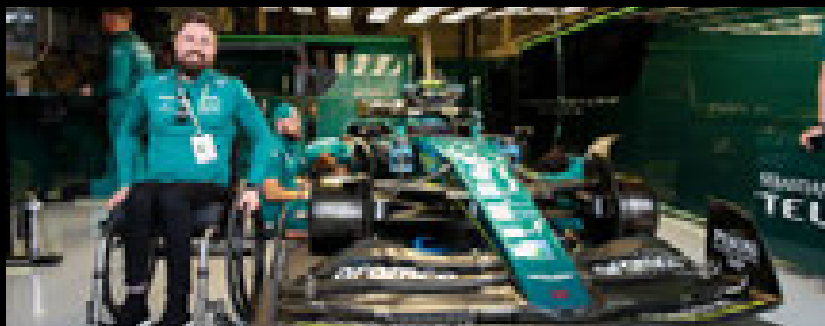
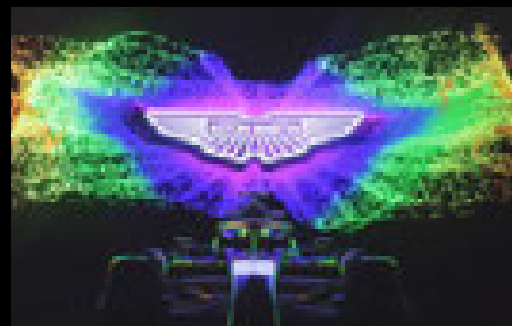




ESG — REPORT 2024
MAKE
A — MARK



aramco
FORMULA ONE™ TEAM

MAKE A — MARK

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01

INTRODUCTION



INTRODUCING MAKE A MARK

Aston Martin returned to the F1® grid in 2021 with a clear ambition to compete at the highest level and regularly fight for World Championships. But Aston Martin Aramco Formula One™ Team's ambition extends further than the circuit, with a fierce commitment to changing the game beyond the racetrack.

Make A Mark is our responsible business strategy – our commitment to driving positive progress for people and the planet through the influence of our team and the power of our sport.

This strategy guides how we operate, how we push the boundaries of innovation sustainably, and how we contribute to a better future. It reflects our determination to deliver meaningful, measurable change within our organisation, in our communities, and across the wider industry.

Our approach is built on three core pillars: Sustainability, We Belong, and Community. This report is structured around these pillars and outlines how we embed ESG principles into every aspect of our operations. Each section highlights our progress, actions, and future commitments, providing a transparent view of how we are working to make a mark on our sport and society.

We invite you to explore our progress so far and join us on our journey.



A MESSAGE FROM OUR CEO & TEAM PRINCIPAL

“WE RACE FOR CHANGE.

“In recent years, the fragility of our global systems has become undeniable, highlighting the urgent need for action. As a Formula One™ team, we recognise our responsibility to respond to these challenges and drive positive progress for both our people and the planet. From climate change to economic disruptions, the world is shifting, and we, alongside our partners, fans, and team members, have a unique platform to influence meaningful change.

“Since Aston Martin’s return to Formula One™ in 2021, our ambition has been clear: to compete at the highest level and fight for World Championships. Nonetheless our goals extend beyond the racetrack. As representatives of the iconic Aston Martin brand, we are committed to acting with integrity, pushing boundaries, and driving positive impact off track. Our responsible business strategy, Make A Mark, embodies this spirit by focusing on sustainability, community, and belonging, ensuring that every step we take reflects our dedication to progress.

“We’re proud of the strides we’ve made in integrating sustainable practices, from constructing a state-of-the-art sustainable technology campus to

pursuing circular design concepts, but sustainability doesn’t stop there. We are committed to decarbonisation, ensuring that we use our platform to showcase solutions to the environmental challenges we face.

“Equally, we remain focused on building an inclusive and diverse team, empowering underrepresented communities, and creating opportunities for the next generation. By fostering a culture of collaboration with our partners, engaging our passionate global fanbase, and empowering our dedicated team members, we aim to drive transformative change not only within motorsport but across the industries we touch.

“This journey is ongoing, and we know that meaningful progress requires sustained effort. But together, through innovation, integrity, and collaboration, we are confident that we can make a lasting mark on our sport, our society, and the world. This is our race for change.”



ANDY COWELL

CEO & TEAM PRINCIPAL
ASTON MARTIN ARAMCO FORMULA
ONE™ TEAM



DEBBIE WALL

ESG DIRECTOR

ASTON MARTIN ARAMCO FORMULA
ONE™ TEAM

A MESSAGE FROM OUR ESG DIRECTOR

"As we reflect on the year gone by, we are pleased to present our first annual Make A Mark ESG report. At Aston Martin Aramco Formula One™ Team, we recognise that our long-term success is intrinsically linked to the well-being of our planet, our communities, and the ethical principles that guide our business. ESG is no longer just a strategic priority – it is the foundation on which we build our future.

"This year, we made significant strides in advancing our environmental and social objectives. We reduced our carbon footprint, implemented innovative waste management systems, and enhanced our renewable energy initiatives. Our commitment to fostering a positive social impact is reflected in our continued investment in colleague well-being, investing in our local communities both at home and at the race locations we visit, and diversity and inclusion programmes, which we refer to as We Belong. Furthermore, we have strengthened our governance framework to ensure transparency, accountability, and ethical decision-making within the team.

"We are proud of the progress we have made, but we understand that our journey towards becoming a fully sustainable and responsible organisation is ongoing. With the support of our stakeholders – colleagues, fans, partners, and investors – we are determined to further elevate our ESG efforts in the years to come.

"Together, we will continue to shape a more sustainable and equitable future and Make A Mark in the communities where we operate."



ABOUT ASTON MARTIN ARAMCO FORMULA ONE™ TEAM

Since Aston Martin returned to the F1 grid in 2021, Aston Martin Aramco Formula One™ Team has undergone a remarkable transformation

We're on an incredible journey. Fuelled by a passion for racing and competition, we're striving to be the best team in F1® but not just on the racetrack. We want to be leaders in everything that we do.

As we've grown, we have maintained a clear focus on continuous improvement – not only on the track, but in the way we operate, strengthening our ESG performance. From the design of our state-of-the-art home, the AMR Technology Campus – built with sustainability in mind – to developing sustainable operations, promoting diversity within the team and engaging with and launching STEM education initiatives, ESG is not a separate strategy for our team, it's woven into our DNA.

We are committed to embedding responsible practices across every aspect of our organisation. We pride ourselves on being inclusive, open, and reflective of the diverse world around us. We recognise the power of our platform as a force for good and for societal advancement.

Our goal is to deliver progress on the track and off it, guided by integrity and responsibility. We don't just want to grow, we want to grow the right way: with purpose, with accountability, and with a firm commitment to bringing our team, our partners, our fans, and society with us on our continued journey.



BEYOND F1® OPERATIONS



ASTON MARTIN PERFORMANCE TECHNOLOGIES (AMPT)

A specialised division of Aston Martin, AMPT applies advanced engineering and performance insights from F1® to a wide range of industries. AMPT offers high-level consultancy and bespoke solutions in areas such as automotive design, simulation, manufacturing, and data analysis. By leveraging the cutting-edge tools and expertise developed for the Aston Martin Aramco Formula One™ Team, AMPT helps external partners enhance performance, efficiency, and innovation across both automotive and non-automotive sectors.



ASTON MARTIN ARAMCO FORMULA ONE™ EVOLUTION TEAM

The Evolution team conducts demonstration runs and testing programmes with our old F1® cars. From Jessica Hawkins, Aston Martin Aramco Formula One™ Team Head of F1® ACADEMY and Driver Ambassador completing inspiring demonstration runs in Saudi Arabia to Aston Martin Aramco driver squad member Jak Crawford, Aston Martin Aramco Formula One™ Team Young Driver conducting his first F1® test in Austria, whenever one of our old F1® cars is required on track, this team ensures it is setup and ready to deliver what's required.



AMR TECHNOLOGY CAMPUS

The AMR Technology Campus is the heart of our operations. It's where cutting-edge design, engineering, and development come together – from wind tunnel testing and car build operations to simulator work and data analysis.

Built with performance and sustainability in mind, the AMR Technology Campus is a truly game-changing engineering facility.



OUR VISION —

“WE RACE FOR CHANGE.”

Make A Mark is our commitment to driving positive progress through the influence of our team and our sport.



OUR MISSION

We endeavour to drive positive progress for our people and our planet, underpinned by an attitude of passion, accountability and respect. We measure our performance by influencing change in our team, communities and environment and by our ability to encourage others to effect positive change.

OUR APPROACH

- Set goals based on our guiding principles, ensuring we measure our progress against them to ensure positive social and environmental impact.
- Empower our people and stakeholders to take ownership of the influence they can have on the world around them.
- Drive positive change through our actions and communicating our ESG initiatives and achievements, inspiring others to make a mark.
- Collaborate with partners, stakeholders and like-minded organisations to innovate on social and environmental challenges and broaden the scope of change.

SUSTAINABILITY

Build a sustainable business and operation for the betterment of our planet.



WE BELONG

Create an inclusive and diverse culture that ensures everyone feels respected, supported and appreciated, allowing them to thrive and know that they belong.



COMMUNITY

Support the environment and improve the future of people in the communities where we live and work, to improve their lives and allow them to thrive.



OUR JOURNEY TO DATE

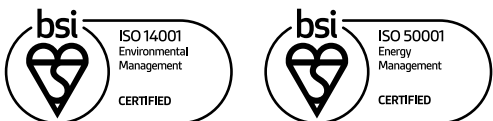
Over the past three years, we have deepened our commitment to sustainable growth, driving equity, and community engagement. The start of our journey in 2021 marked the beginning of a relentless drive for lasting, positive impact. In 2022, we planted the foundations, established best practices and aligned with industry standards. In 2023, we shifted gears, and completed the transformation with a cutting-edge campus that reflects our forward-thinking vision. In 2024, we have built significant momentum, propelling our leadership in the motorsport industry and beyond while championing innovation, integrity, and positive change at every turn.



SUSTAINABILITY



Achieved FIA 3-Star Accreditation for top-level sustainability in motorsport.



Gained ISO 14001 and ISO 50001 certifications for environmental and energy management excellence.



Opened a state-of-the-art sustainable technology campus, featuring a solar roof generating 1.3GWh since installation¹.



Secured ISO 20121 for sustainable event management, promoting responsible practices.



Established robust GHG and environmental KPI accounting processes to ensure accurate reporting and are committed to the Science-Based Targets Initiative.



Launched an annual team Sustainability Day, empowering employees with practical tips for sustainable living and environmental responsibility.



Boosted local wildlife with a 122% improvement in biodiversity for habitats at the new Aston Martin Racing Technology Campus².



WE BELONG

JOINED FORCES

With Racing Pride, Spinal Track, and Women’s Engineering Society (WES) to promote inclusion and representation in motorsport.

BUILT OUT

Six employee resource groups fostering diversity and support for women, LGBTQIA+, ethnically diverse groups, disabilities, neurodiversity and veterans.

UNITED WITH

The Aleto Foundation to launch the first mentoring programme for 16 A-level students from underrepresented and diverse backgrounds.



EMPOWERED

Women in motorsport through a historic milestone as Jessica Hawkins, our Driver Ambassador, became the first female to drive a new-era ground-effect F1® car in Saudi Arabia.

CELEBRATED

Diversity through Pride Month, International Women’s Day, Inclusion Week, and Black History Month.



COMMUNITY



Expanded Make A Mark Day during British Grand Prix week, reaching and inspiring more than 300 students to pursue STEM careers within the fast-paced world of F1®.



Launched the Aspiring Mechanics Programme with Valvoline Global, providing hands-on training and career opportunities for young mechanics.



Strengthened our trackside STEM outreach programme in UK, China, Canada, USA, and Singapore, building connections and encouraging future talent.



Hosted Aramco student placements during the summer as part of Generation 3, with students working on sustainability projects to develop real-world innovative solutions.



Inspired the next generation of engineers with Fernando Alonso through F1® in Schools, motivating young minds to explore careers in motorsport.



INSPIRING CHANGE

Our commitment to promoting ESG principles has positioned us as a leading voice within motorsport. Through strategic messaging and innovative content delivery, we have effectively integrated themes of sustainability, equity, and community into our platform engagement, inspiring a broad and diverse audience.

 144.8M

SOCIAL REACH

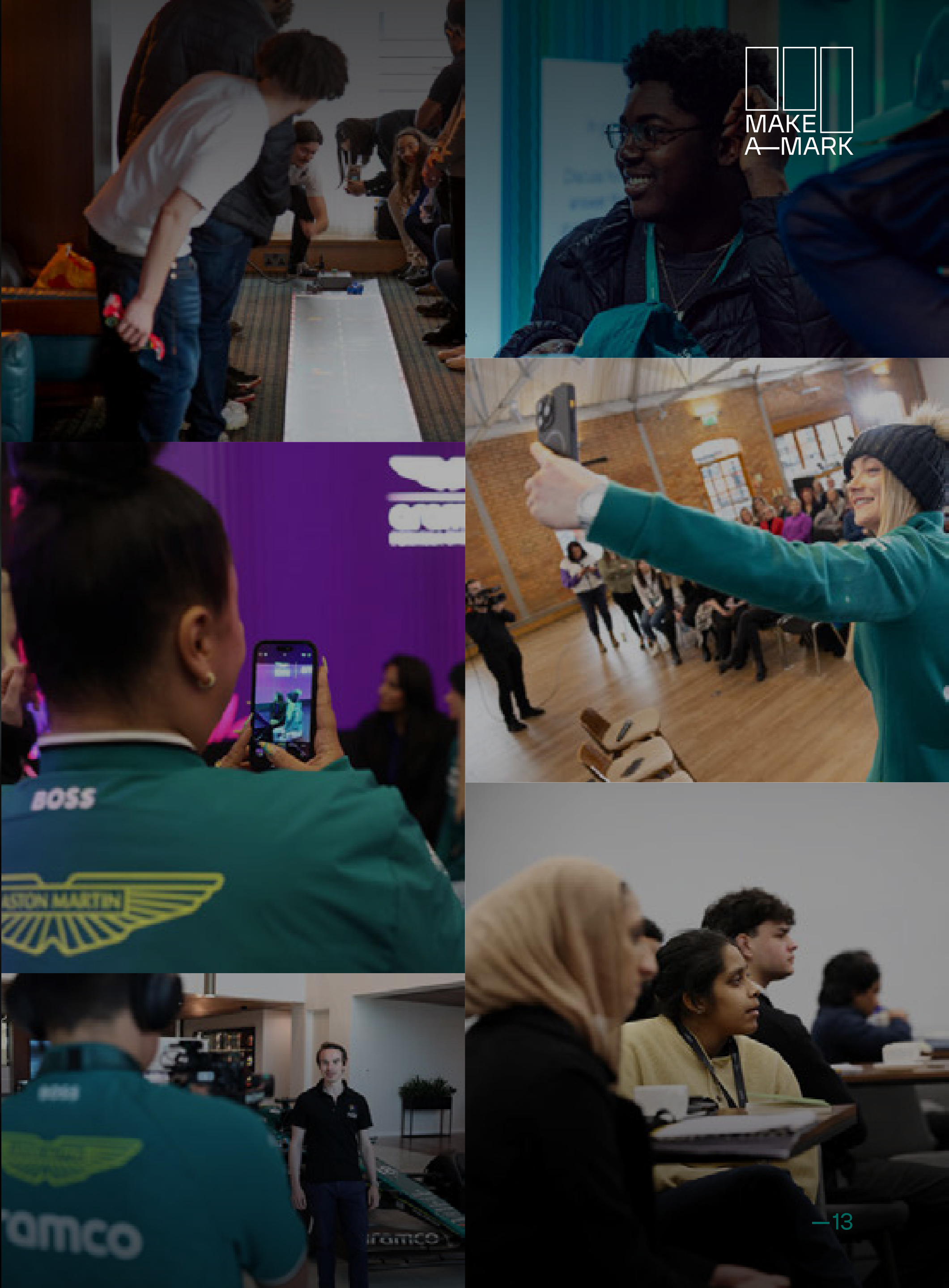
ESG content generated 144.8m impressions across owned and earned social channels – 47.6m from Aston Martin Aramco Formula One™ Team posts, with the rest driven by team partners proactively sharing team-led ESG initiatives. In 2024, Aston Martin, Aramco, Valvoline, Citi, Cognizant, JCB, SentinelOne, Spinal Track, The Aleto Foundation and Racing Pride played a pivotal role as co-creators in team-led ESG initiatives. By actively sharing these initiatives on their own channels, these partners generated over 97m additional impressions.

 3X

HIGH-IMPACT CONTENT

All ESG-related posts shared on Aston Martin Aramco Formula One™ Team channels in 2024 generated 3x the impressions of a typical race weekend.

ESG Enhanced Presence – In 2024, ESG-related posts accounted for 1 in 16 of all our team content, which is twice as much as 2023.





)))4.8K

SOCIAL ECHO

In 2024, our ESG posts prompted 4.8k social conversations (comments, re-posts and re-posts with comments).

||47.6M

GROWING ESG IMPACT

In 2024, ESG content generated 47.6m impressions across our team channels. Engagement with 2024 content also saw a significant boost, with average interactions per post increasing by 33% compared to 2023.

ESG

LEADING BY EXAMPLE

Aston Martin Aramco Formula One™ Team led the grid in ESG efforts, posting more about key initiatives on X, such as International Women’s Day (IWD), International Women in Engineering Day (INWED), and Pride Month, than any other team.



FAN, UK

“I THINK THIS VIDEO IS REALLY SPECIAL. HAVING JESSICA TEST DRIVE AN ASTON MARTIN ARAMCO F1® CAR, WHEN NO ONE ELSE HAS HAD A FEMALE IN THEIR F1® CARS FOR YEARS, IS ANOTHER STEP IN THE RIGHT DIRECTION WHERE WOMEN ARE GIVEN EQUAL ACCESS TO MOTORSPORT OPPORTUNITIES.”

FAN, UK

“SO INSPIRING, THIS IS EXACTLY WHAT WE NEED MORE OF IN THE SPORT TO CHANGE THE STEREOTYPES THAT SURROUND THE INDUSTRY. I THINK IT’S SO IMPORTANT TO KEEP INFLUENCING YOUNGER GENERATIONS OF WOMEN TO WANT TO JOIN THE SPORT, WHETHER AS A DRIVER OR IN ANOTHER ROLE IN TEAMS.”

FAN, USA

“I LOVED THAT WE’RE INSPIRING THE YOUNGER GENERATIONS TO KNOW THAT THERE ARE NO LIMITS IN MOTORSPORT.”

QUOTES FROM ASTON MARTIN ARAMCO FORMULA ONE™ TEAM FANS ON JESSICA HAWKINS’ TEST DRIVE IN SAUDI ARABIA

OUR 2025 ASPIRATION

As we look to 2025, we are steering our vision towards a future defined by sustainability, equitable practices and community enrichment. We are determined to make a lasting positive impact for our people and planet.



SUSTAINABILITY

- 1 Publishing a comprehensive emissions reduction plan covering Scope 1, 2, and 3 emissions, to guiding our efforts to reduce our carbon footprint.
- 2 Validate our Science-Based Targets to ensure our sustainability commitments are aligned with the most robust, science-backed frameworks.
- 3 Developing a carbon investment programme that drives long-term value through sustainable projects and initiatives.
- 4 Establishing a strong ESG governance structure, including achieving ISO certifications 45001, 23001 and 27001, to ensure the highest standards of environmental, social, and governance practices across the organisation.

WE BELONG

- 1 Design recruitment practices that actively reach diverse audiences to attract and keep the best talent.
- 2 Equip leaders and hiring managers with the skills they need to champion inclusive practices and reduce unconscious bias.
- 3 Build community partnerships that support diversity through mentoring, sponsorship, and work experience opportunities for people from all backgrounds.
- 4 Develop robust data systems to track our progress and meet stakeholder expectations.

COMMUNITY

- 1 Develop and deliver bespoke trackside and partnership community programmes at key race locations to meet the objectives of stakeholders.
- 2 Strengthen university and school alliances to support both recruitment and outreach, building relationships that inspire the next generation of talent.
- 3 Continue with our volunteering programme, focusing on team building and reinforcing the values and culture within the team.
- 4 Continue to support our local communities by raising funds to support charitable causes globally.
- 5 Support schools and career development globally, to encourage young people to pursue STEM careers in motorsport and beyond.

02

SUSTAINABILITY



OUR SUSTAINABILITY AMBITION

“WHEN WE EMPOWER THOSE AROUND US AND LEAD WITH PURPOSE, SUSTAINABILITY BECOMES MORE THAN A DESTINATION — IT BECOMES A SHARED VALUE, DEEPLY EMBEDDED IN HOW WE OPERATE, INFLUENCE, AND INNOVATE.

“Since joining the sustainability journey in 2022, we’ve been driven by a clear ambition to become the most environmentally and socially accountable team on the F1® grid.

“We have taken significant steps in building robust ISO governance processes, improving data quality for accurate baselining and opening our state-of-the-art sustainable campus.

“Despite this, what fills me with the most pride is watching this journey take shape, knowing it’s fuelled by the hearts of those empowered to initiate and drive change for the betterment of our planet.

“From colleagues who bring sustainability to life in their roles and at home, to partners who’ve helped us spark culture change through moments like

our annual Sustainability Day, to a supply chain that’s embraced our vision with openness and collaboration. This collaborative spirit has been at the heart of our success, with both sides working in unison to drive meaningful and lasting impact.

“As we travel the world, racing in some of the most breathtaking environments on Earth, the importance of preserving these places is never lost on us. It reinforces our responsibility, guided by the Paris Agreement and aligned with the UN Sustainable Development Goals, we see our role in motorsport not just as competitors, but as catalysts for sustainable progress.

“We’re proud of how far we’ve come; alongside our partners being at the forefront of developing sustainable fuels, designing an energy-efficient campus and exploring recyclable materials. We’re using our platform to lead with purpose, innovate boldly, inspire change, and ultimately Make A Mark.

“With this responsibility in mind, we’ve shaped our efforts around six key guiding principles material to our operations.”



PARVEER K. RAMANA
SUSTAINABILITY MANAGER
ASTON MARTIN ARAMCO FORMULA ONE™ TEAM

At Aston Martin Aramco Formula One™ Team, the United Nations Sustainable Development Goals (SDGs)³ serve as a crucial guide in shaping our sustainability initiatives. We incorporate these global objectives into our strategy, ensuring that our ESG efforts are cohesive and forward-thinking.

United Nations Sustainable Development Goals



01

ENVIRONMENTAL STEWARDSHIP

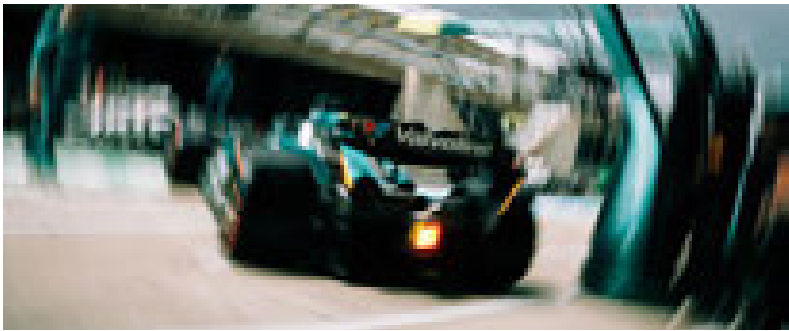
Comply with all relevant environmental legislation while continuing to strive beyond these targets wherever possible.



02

GREEN ENERGY

Promote energy conservation through an increased use of renewable technology and energy-efficient products.



03

TRACK TO NET ZERO

Reduce our carbon footprint by innovating, using renewable technology, and establishing a sustainable supply chain.



04

CIRCULAR ECONOMY

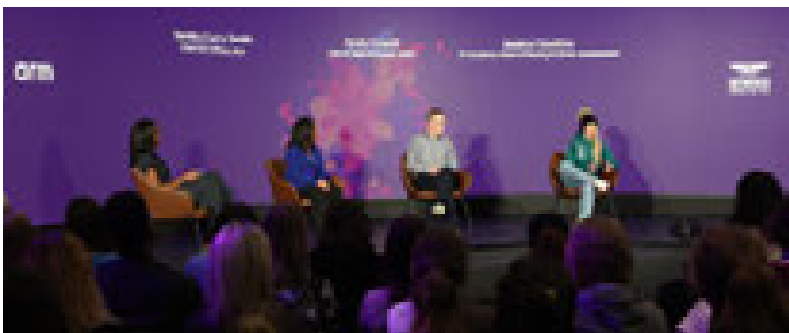
Optimise resource management through sustainable procurement and embedding circular economy principles.



05

BIODIVERSITY

Protect our planet and people by developing flora and fauna at the AMR Technology Campus and beyond.



06

TRANSFORMING CULTURE

Cultivate a 'Responsible Company, Responsible Citizen' working culture across the team and motorsport, and collaborate to address tangible industry challenges.



NET ZERO ROADMAP

Our journey towards net zero is not just a goal, it is a responsibility that we embrace as a leader in motorsport. Through this roadmap, we will identify key initiatives, establish clear milestones, and foster a culture of accountability within our team. Together, we will drive transformative change and contribute to the global effort to combat climate change while continuing to deliver the exceptional performance that defines Aston Martin in the world of F1®.



2022

SETTING THE
FOUNDATION

- Established our greenhouse gas (GHG) footprint to understand our emissions and identify key areas for reduction.

2023

STRENGTHENING
ACCOUNTABILITY

- Set up and improved GHG accounting processes to enhance data accuracy and transparency.
- Received limited assurance for our Scope 1 and 2 GHG footprint, demonstrating progress towards reliable reporting.

2024

COMMITTING TO
CLIMATE ACTION

- Made a formal commitment to the Science-Based Targets Initiative (SBTi)⁴, aligning our goals with global standards for emissions reduction.

2025

VALIDATING AND
IMPLEMENTING SOLUTIONS

- Validate our targets with the SBTi to ensure they meet rigorous climate science criteria.
- Finalise and release our comprehensive emissions reduction strategy for Scope 1, 2, and 3.

2024 GHG FOOTPRINT

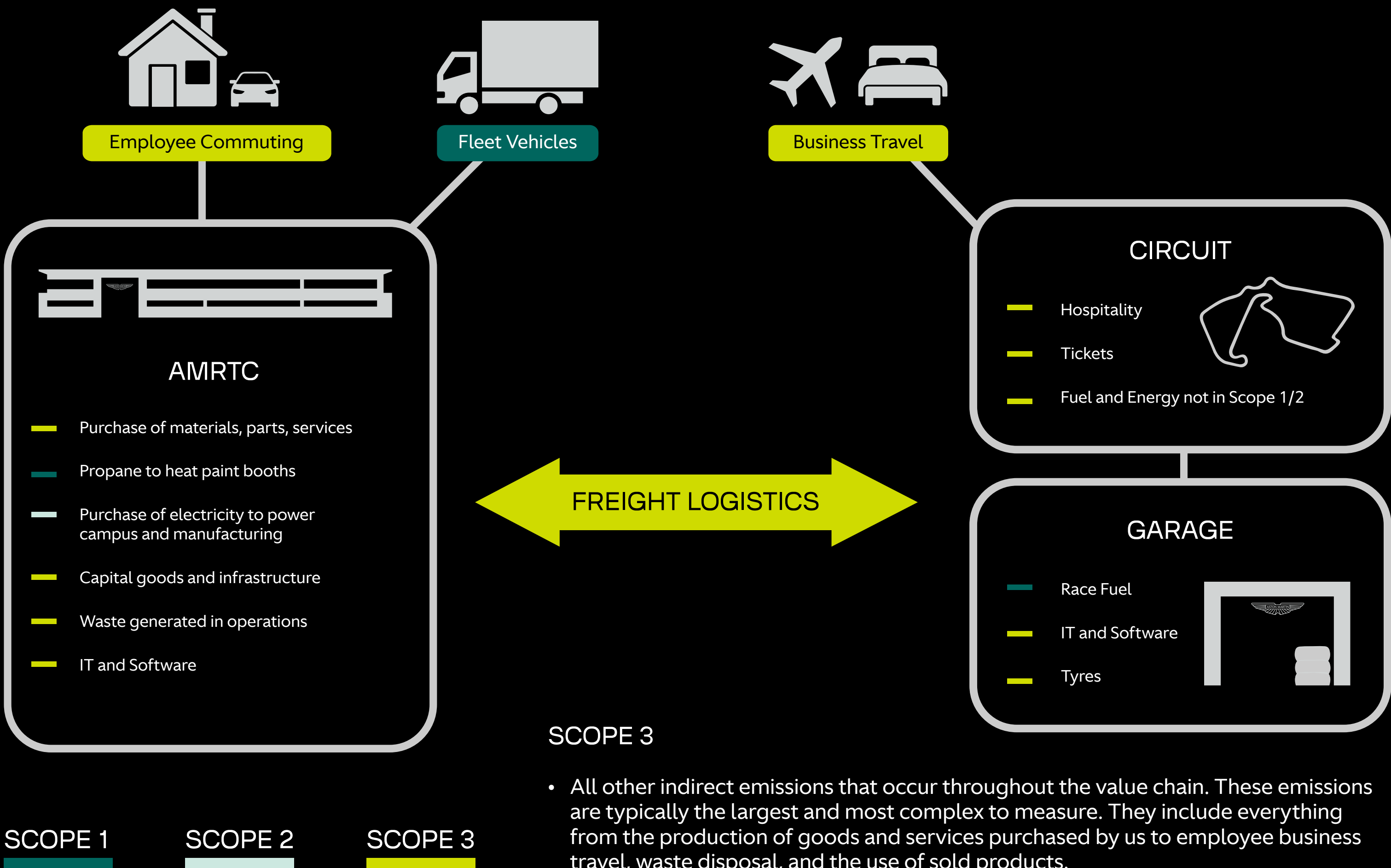
SCOPE 1, 2, AND 3 EMISSIONS REFER TO THE THREE DIFFERENT CATEGORIES OF GREENHOUSE GAS (GHG) EMISSIONS THAT ORGANISATIONS TRACK, BASED ON THEIR DIRECT AND INDIRECT ACTIVITIES⁵:

SCOPE 1

- Direct emissions from owned or controlled sources. This includes emissions from diesel used in HGV trucks, petrol used in any pool vehicles and race cars, along with propane used for drying paint.

SCOPE 2

- Indirect emissions from the consumption of purchased electricity, steam, heating, and cooling. These are emissions associated with the generation of energy that our team buys and uses. Our Scope 2 emissions are reported using a market-based approach to align with our SBTi targets. The market-based approach calculates greenhouse gas emissions based on the specific electricity an organisation purchases, considering supplier contracts, and renewable energy certificates, rather than the average grid mix.



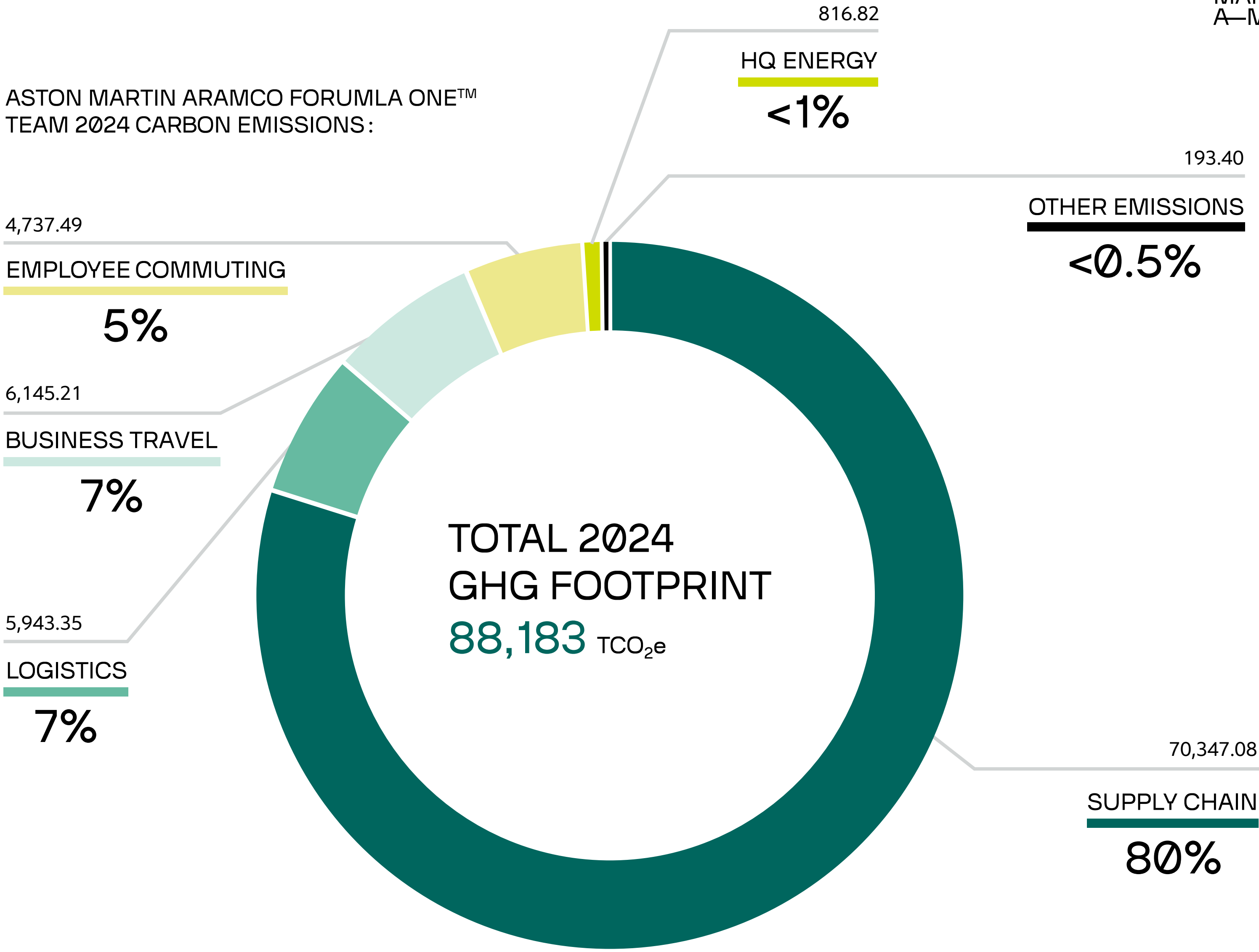


OUR PROGRESS

Our 2024 emissions footprint has been subjected to a limited level of assurance in accordance with ISO 14064-3 by an independent third party. The total carbon footprint for Aston Martin Aramco Formula One™ Team for the reporting period, under the market-based approach, was 88,183.35 TCO₂e⁶. The emissions listed by Scope are as follows:

SCOPE 1	175.50 TCO ₂ e (0.20%)
SCOPE 2	444.78 TCO ₂ e (0.50%)
SCOPE 3	87,563 TCO ₂ e (99.30%)

ASTON MARTIN ARAMCO FORMULA ONE™ TEAM 2024 CARBON EMISSIONS :



SUPPLY CHAIN ENGAGEMENT

We are continually focused on reducing the environmental impact of our supply chain by working closely with suppliers. By mapping and assessing emissions across our supply chain, we can identify areas with the greatest potential for reduction.

BUSINESS TRAVEL

To reduce the carbon footprint of our global travel, we are prioritising direct flight routes to minimise emissions. Additionally, we are transitioning our team’s pool vehicle fleet to EVs. A key focus in 2025 is exploring alternative approaches to reducing the environmental impact of business travel, including integrating sustainable aviation fuel and leveraging available market reduction opportunities to further lower our carbon footprint.

LOGISTICS

We are shifting our logistics to low-carbon alternatives by moving from air freight to sea and road transport where feasible. We are also focused on reducing and lightweighting our freight, making our transportation processes more efficient.

DECARBONISING INFRASTRUCTURE

To drive low-carbon operations, we are transitioning our fleet to electric powered vehicles. At our facilities, we have installed on-site renewable PV generation systems and low-carbon heating solutions (air source heat pumps) to ensure a more sustainable energy footprint. We are also expanding EV charging infrastructure across our sites, making it easier for staff and visitors to use electric vehicles.



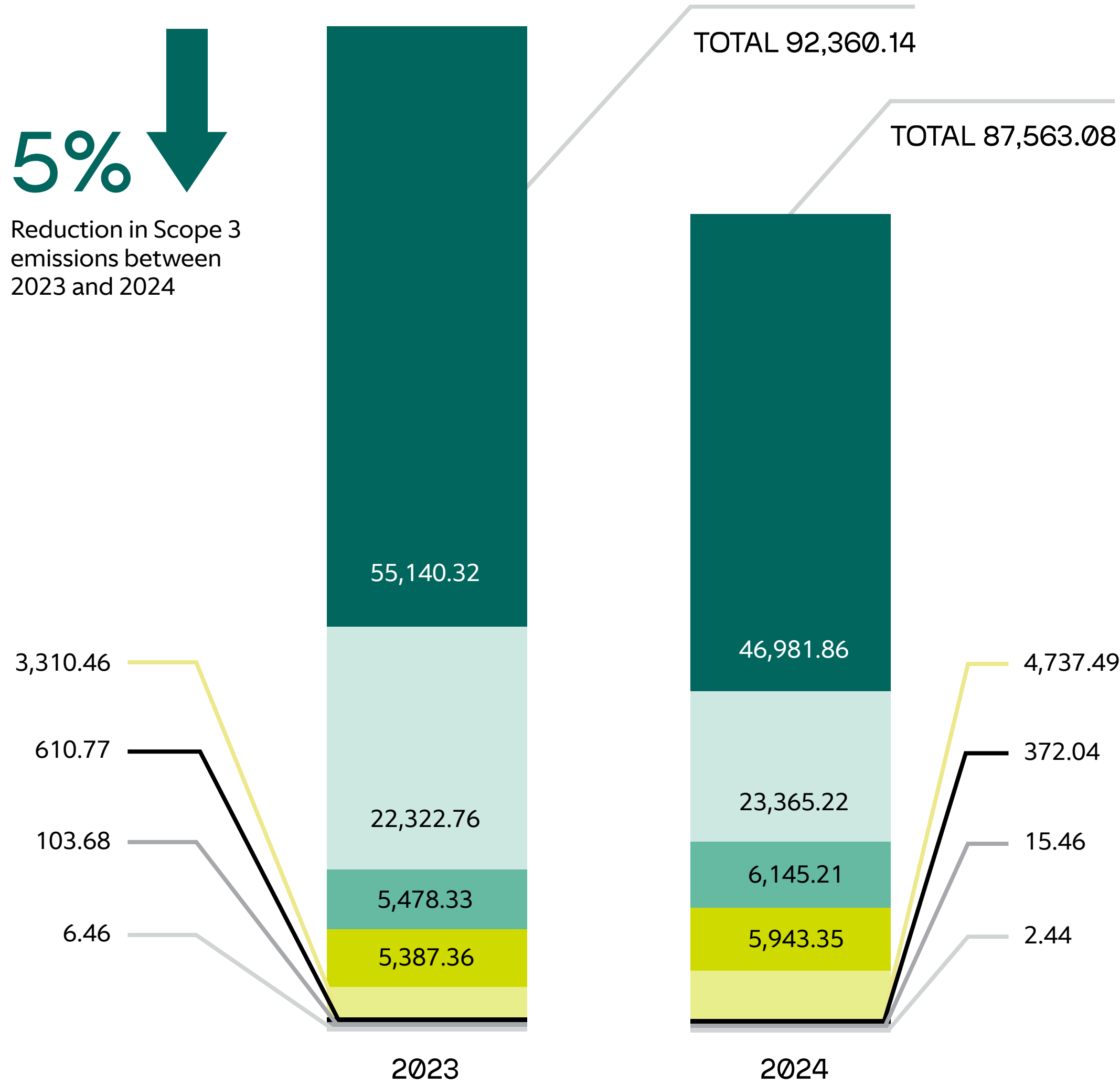
In 2024, we focused on enhancing the accuracy and capture of our emissions data as we work towards transitioning our Scope 3 footprint calculations from spend-based to more reliable, activity-based methods. We engaged with 70% of key suppliers⁷, enabling us to collect more precise emissions data, helping to improve the quality of our logistics emissions data.

In the year ahead, we aim to expand these improvements across the supply chain and transition our purchased goods and services, alongside capital goods to activity-based emissions.

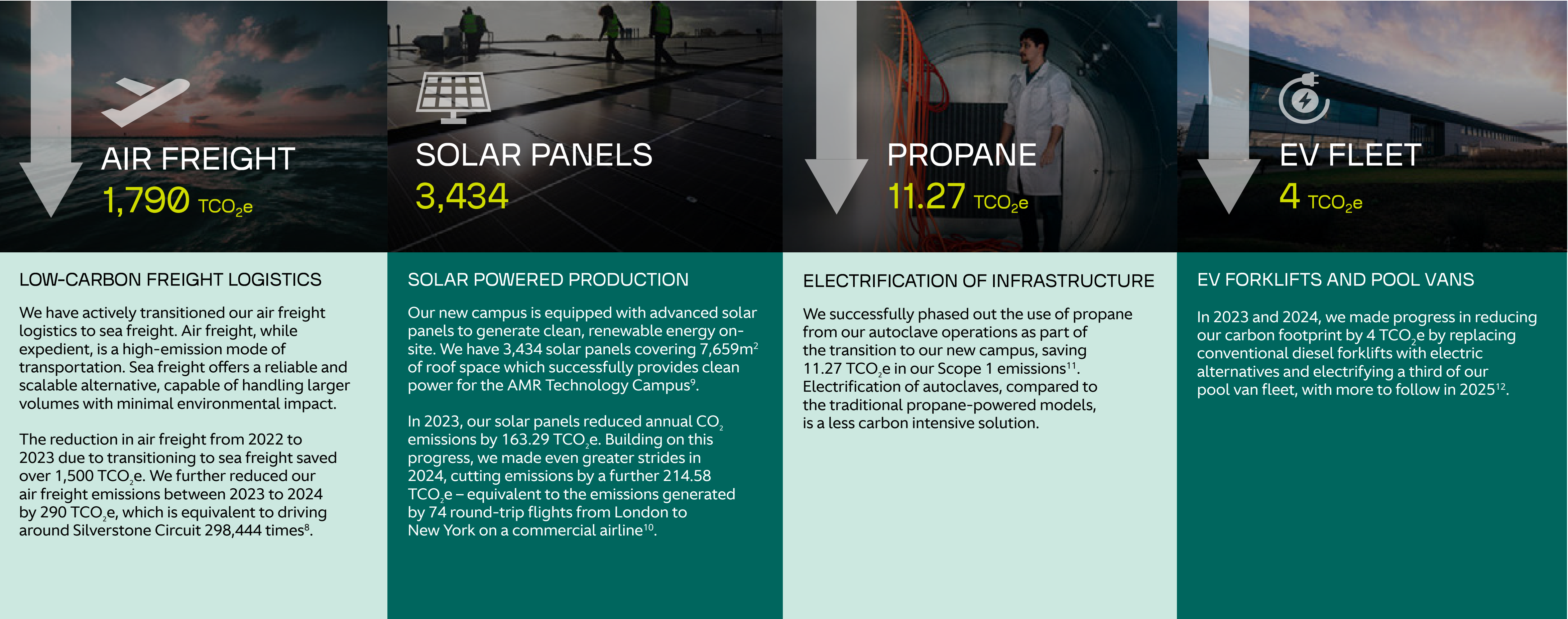
SCOPE 3 GHG EMISSION OVER 2023 AND 2024 (TCO₂e):

EMISSIONS SOURCE

- Purchased Goods and Services
- Capital Goods
- Business Travel
- Upstream Transportation and Distribution
- Employee Commuting
- Fuel and Energy-Related Activities
- Upstream Leased Assets
- Waste Generated Operations



FREIGHT AND SOLAR PANELS



GREEN ENERGY

Our recently installed solar panels represent the first step in our broader ambition to expand green energy usage and infrastructure. Looking ahead, we aim to further diversify renewable energy sources, reinforcing our commitment to a cleaner, more resilient energy future for our colleagues, community and sport.

IN 2024

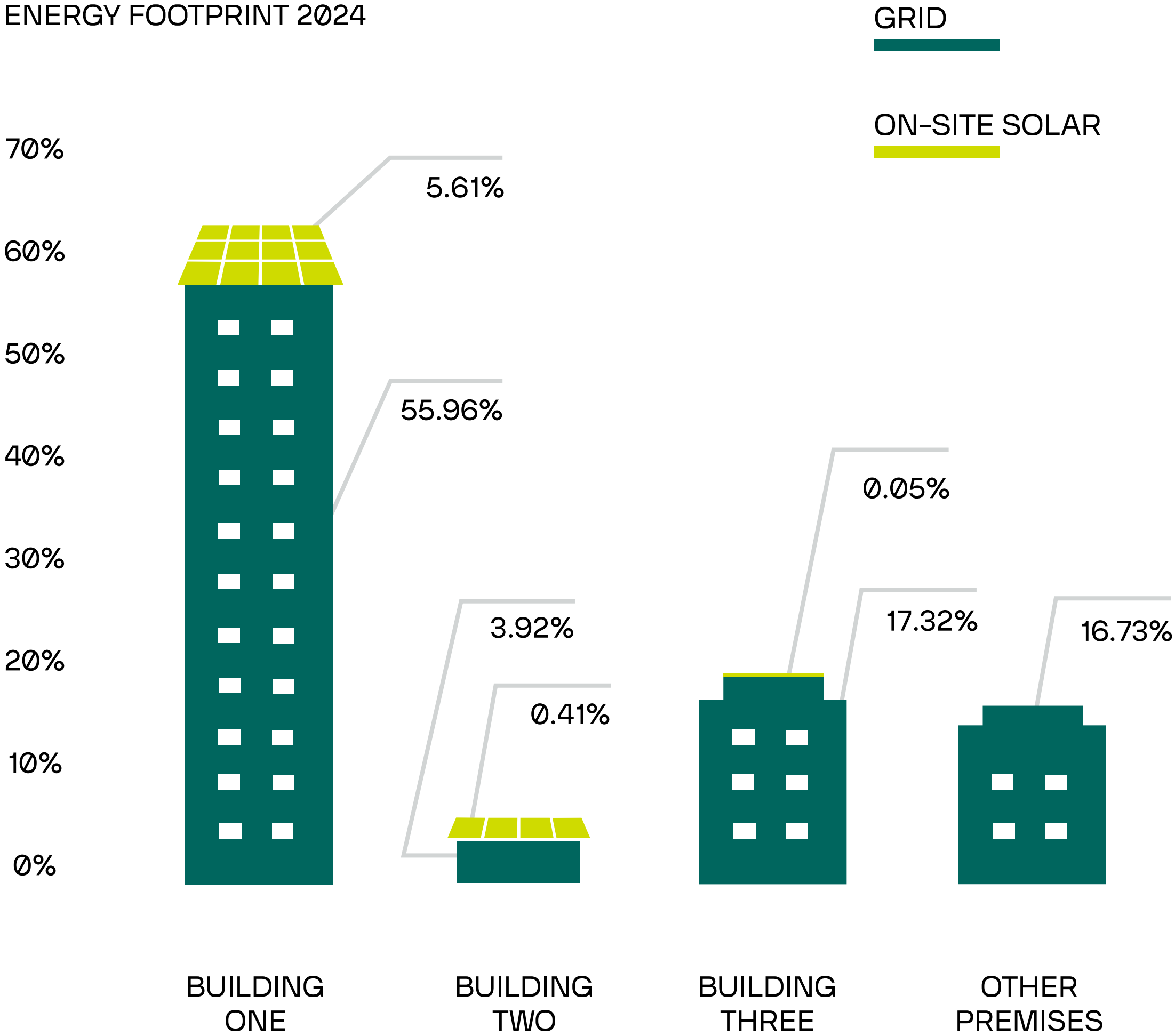
⚡ 81%

Renewable electricity through REGOs was successfully secured for our campus' total energy footprint¹³

☀️ 779,682 kWh

Of renewable solar energy generated¹⁴

ENERGY FOOTPRINT 2024



ENERGY EFFICIENCY

Designed as a compelling, inspiring, and empowering place to work, the AMR Technology Campus is the most sustainable campus in F1®.

“VERY GOOD”

BREEAM Building Sustainability Rating¹⁵

⚡ A+

Energy Performance Rating¹⁶

542 TCO₂e

Per m2 per year saved due to the integration of passive and low-carbon design measures¹⁷



The building’s fabric has been meticulously engineered to operate with maximum efficiency, incorporating increased insulation, optimised natural lighting, and advanced air source heat pumps to reduce energy usage wherever possible. In line with Passive Design measures¹⁸, each element is crafted to support smarter operation, enabling the AMR Technology Campus to set new standards in sustainable, high-performance workspaces within F1®:



BE LEAN

AIRTIGHTNESS

By reducing the influx of external air, we enhance energy efficiency, maintain better thermal comfort, and improve occupant well-being by limiting exposure to airborne pollutants and ensuring better indoor air quality.

DAYLIGHTING

By considering natural daylight access in all occupied areas, we enhance visual comfort and overall well-being, as indirect or reflected light reduces the need for internal lighting and adds beneficial solar gain in the winter.

VISUAL COMFORT

By reducing sunlight entry, glare from screens and reflective surfaces is minimised, while the use of solar glass with low g-values further limits solar gains through the glazing.

EXTERNAL SHADING

External solar shading devices reduce direct sunlight entering the building, improving thermal comfort by limiting solar heat gains and creating a more stable indoor environment.

BE CLEAN

EFFICIENT LIGHTING

General lighting is LED to minimise energy consumption from lighting.

PUMPS AND FANS

Variable speed drives have been programmed for pumps and fans to reduce energy consumption.

EFFICIENT EQUIPMENT

Energy efficient appliances and equipment are used wherever possible to reduce unregulated energy consumption.

DAYLIGHT LINKING

Lighting design to incorporate daylight linking (with switches) to reduce demand during sunny days.

ENERGY MONITORING

An energy submetering strategy has been implemented to monitor energy use in the building, highlighting anomalies and reduction projects across the campus.

BE GREEN

AIR SOURCE HEAT PUMPS

Installed to generate low-carbon heat, serving the building’s space heating and domestic hot water requirements.

SOLAR PANEL ARRAY

Installed to generate renewable energy.



BUILDING MANAGEMENT SYSTEM LIGHTING

OUR ADVANCED SUSTAINABLE LIGHTING SYSTEM

Our new sustainable lighting system sets a new benchmark in energy efficiency and intelligent design. Powered by high-efficiency LED lights, each fixture is equipped with state-of-the-art technology, including PIR (Passive Infrared) sensors for presence detection and daylight sensors that automatically adjust brightness based on natural light levels¹⁷.

Every light has a unique IP address and operates as part of a fully integrated smart network. The system conducts self-testing, notifying us when individual lights need replacement, which means maintenance is proactive rather than reactive. This feature minimises strain on the broader lighting network, enhancing longevity and optimising energy use across the entire campus.

INTELLIGENT BUILDING MANAGEMENT SYSTEM

Our new campus is powered by an advanced Building Management System (BMS) that ensures every aspect of the facility operation is highly efficient and responsive to real-time demand.

This intelligent system controls and optimises heating, cooling, lighting, fire alarms, security, and even hot water usage, adapting seamlessly to the dynamic needs of our building. The BMS regulates air source heat pumps to precisely match heating and cooling demands, adjusting output as occupancy patterns shift¹⁷.

“OUR BMS PROVIDES A DATA-DRIVEN APPROACH TO ENERGY MANAGEMENT AND REDUCTION — SEAMLESSLY INTEGRATING BUILDING PERFORMANCE WITH ENVIRONMENTAL OBJECTIVES. IT UNDERPINS OUR AMBITION TO LEAD WITH ONE OF THE MOST EFFICIENT AND SUSTAINABLE CAMPUSES IN F1®.”

- Ben Fitzgerald, Chief Operating Officer
Aston Martin Aramco Formula One™ Team

ENVIRONMENTAL MANAGEMENT

Our team understands that effective management systems are vital in guiding our sustainability initiatives and ensuring continuous improvement in our practices. A management system provides a structured framework for planning, implementing, monitoring, and enhancing our operations, allowing us to align our objectives with sustainable practices that benefit both the team and the environment.





“BUSINESSES OF ALL SHAPES AND SIZES HAVE A ROLE TO PLAY IN ACCELERATING PROGRESS TOWARDS A SUSTAINABLE WORLD. ASTON MARTIN ARAMCO FORMULA ONE™ TEAM HAS CONSISTENTLY DEMONSTRATED A ROBUST COMMITMENT TO ENVIRONMENTAL AND ENERGY MANAGEMENT THROUGH ADHERENCE TO INTERNATIONALLY RECOGNISED STANDARDS. THEIR ACCOMPLISHMENTS IN MAINTAINING ISO 14001 AND ISO 50001 CERTIFICATIONS, ALONGSIDE THE PRESTIGIOUS FIA 3-STAR ACCREDITATION, EXEMPLIFY THEIR ROLE AS AN INDUSTRY LEADER IN SUSTAINABLE OPERATIONS.”

- Matt Page, Senior Vice President,
BSI Assurance Services EMEA



CIRCULAR ECONOMY

In the past year, our team has taken meaningful steps towards implementing a circular material model, marking the start of our phased journey towards responsible resource management:



01 INFRASTRUCTURE IMPROVEMENT

A major component of this initial phase has been enhancing our infrastructure to support the circular economy ambition. This includes investing in systems that enable resource-efficient processes, waste reduction, and materials reuse. By modernising our facilities, we are ensuring that our operational capabilities align with our sustainability goals.



02 HIGH-IMPACT ANALYSIS

Over the last year, our team has conducted broad analysis to identify the most significant impact areas across our value chain. This assessment has highlighted priority areas where a circular approach will have the most substantial environmental benefits.



03 TARGET SETTING

In 2025, we will again conduct in-depth analysis into our team's circularity with a view to leverage data-driven insights and set specific, measurable targets that align with our long-term goals. The outcomes of this analysis will be shared transparently in our next sustainability report.



04 COLLABORATING FOR MATERIAL INNOVATION

In tandem with phase 3, we will collaborate closely with our supply chain partners to research and identify sustainable materials, explore innovative recycling routes, and assess alternative solutions.

WASTE HIERARCHY PERFORMANCE 2024

We continuously strive to apply the waste hierarchy, Reduce, Reuse, Recycle, and Recover, into our waste management strategy. Between 2023 and 2024, we achieved¹⁹:



0.49% INCREASE
REUSE OF WASTE



0%
SENT TO LANDFILL



11.19% INCREASE
RECYCLING



4.16% DECREASE
INCINERATION



7.51% DECREASE
WASTE TO ENERGY

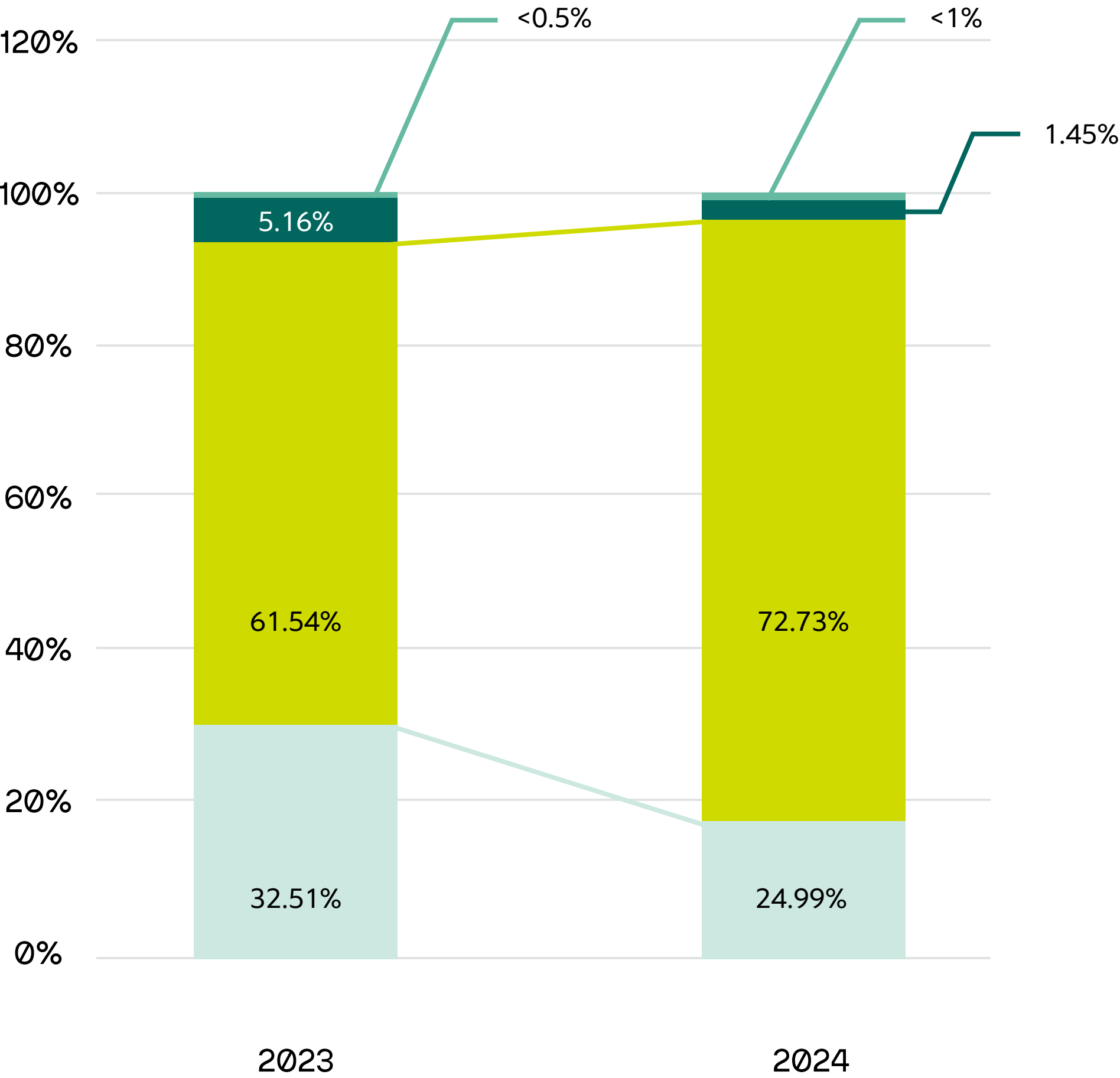
WASTE TO ENERGY

RECYCLE

INCINERATION

REUSE

ASTON MARTIN ARAMCO FORMULA ONE™ TEAM'S
WASTE DISPOSAL ROUTES 2023 - 2024



CIRCULAR ECONOMY



DRIVING CHANGE
40 TONNES²⁰



FOOD WASTE REDUCTION



CARBON FIBRE CIRCULARITY



RECYCLING INNOVATION

CARDBOARD BALING AND IMPROVED SEGREGATION

In 2023, we introduced a baler specifically for cardboard waste which compacts cardboard into manageable bales, making it easier to transport and recycle.

Our continuous upgrades to waste infrastructure have not gone unnoticed. We were honoured with a Green Apple Award for Environmental Best Practice, recognising our leadership in sustainability and commitment to reducing environmental impact. The Green Apple Awards, established in 1994, celebrate companies and organisations making significant contributions to environmental improvement²¹.

VEG PEELINGS FOR LOCAL GUINEA PIGS

Our commitment to sustainability drives us to minimise food waste through innovative practices. In our kitchens, vegetable peelings, stems, and trimmings are thoughtfully repurposed into soups, stocks, and sauces, enriching dishes while cutting waste.

All non-edible vegetable cuttings and organic kitchen waste are donated to a small local guinea pig sanctuary and charity in Biddlesden.

RECYCLING CARBON FIBRE

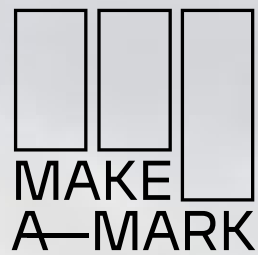
Carbon fibre is a critical material in F1®, used primarily for constructing lightweight yet highly durable components such as the chassis and various aerodynamic parts. Its strength-to-weight ratio is essential for the high-performance demands of the sport.

In our laminating department, carbon fibre waste is carefully sorted and collected to ensure maximum recovery. Collaborating with Gen 2 Carbon, a UK-based carbon fibre recycling specialist, we transform this material into reusable resources, preventing it from ending up in landfill and setting a new standard in sustainable motorsport practices.

EXPLORING RECYCLING ROUTES FOR TOOLING BLOCK

Innovation drives our approach to recycling even the most challenging materials. Tooling blocks and pattern moulding are used in F1® to create precision moulds for manufacturing parts like body panels and complex components. Recently, we actively explored new methods for repurposing tooling block waste. In a pilot project with a road aggregate company, we crushed tooling block mould patterns into smaller pieces, trialling its use as Type 1 backfill for construction purposes. While the material performed well in testing, it ultimately proved unsuitable for long-term application.

Despite this, the project reflects our commitment to pushing the boundaries of recycling technology and sustainable material use within F1®.



BIODIVERSITY

The biodiversity strategy for the AMR Technology Campus has integrated numerous measures to support and enhance local wildlife and habitat diversity.

Key biodiversity improvements at the AMR Technology Campus:

INVERTEBRATE HABITATS

Log piles, retained boundary vegetation, and newly planted hedgerows, woodland, and meadows provide valuable habitats for invertebrates.

GREAT CRESTED NEWTS

We’ve preserved and expanded great crested newt habitats with new meadow grasslands, an attenuation pond, and additional hedgerows and woodland planting.

REPTILE HABITATS

Tussocky grassland and new hedgerows along the northwestern boundary provide essential habitats for reptiles.

DORMOUSE SUPPORT

New plantings of trees and hedgerows, along with gap-filling, enhance habitat quality for dormice, supported by a management regime for hedgerow structures.

BAT CONSERVATION

A bat-friendly lighting scheme, combined with bat boxes on retained trees, ensures key bat habitats remain undisturbed.

ATTENUATION PONDS AND WETLAND

Native vegetation has been planted in the attenuation ponds, promoting a healthy wetland habitat.

HEDGEROWS AND GRASSLAND


Native hedgerows with fruit-bearing trees and grasslands using Emorsgate seed mixtures increase biodiversity and provide food sources for wildlife.




BIODIVERSITY

122% 

Biodiversity Net Gain¹ from
pre-development levels

< 30,000 


additional shrubs and planted

72,000m² 

of wild meadow created

7 


bird boxes installed for bird
nesting opportunities

1,500 

UK native and grown trees planted

5 

bat boxes integrated

10,000m² 

of lawn



TRANSFORMING CULTURE

ASTON MARTIN ARAMCO FORMULA ONE™ TEAM SUSTAINABILITY DAY IN PARTNERSHIP WITH NEXGEN

In October 2023, Aston Martin Aramco Formula One™ Team held a dedicated Sustainability Day in partnership with NexGen, an annual event which continued into 2024. The day was focused on inspiring sustainable behaviours, educating on environmental impact, and promoting personal well-being. The event featured a range of activities, including:

GREEN TRAVEL OPTIONS

Our people learned about initiatives like car-sharing and electric vehicle schemes to reduce commuting emissions.

WELL-BEING INITIATIVES

On-site health benefits, mental health resources, body composition assessments, and treatments were provided, highlighting the importance of personal wellness.

ZERO-WASTE PRACTICES

Hands-on workshops on reusable beeswax wraps and a zero-waste pop-up shop offering eco-friendly home products and cleaning supplies.

RECYCLING AND WASTE REDUCTION

Recycling stations and workshops were set up to teach effective waste management and the principles of reducing, reusing, and recycling.

SUSTAINABLE EATING

Employees were encouraged to reflect on the emissions associated with food choices, with complimentary fresh fruit provided to promote healthier, sustainable options.

ENERGY-SAVING TECHNIQUES

Demonstrations on saving energy at home and at work helped employees adopt more sustainable practices.



MAKE A—MARK ESG REPORT 2024

In 2023, the day also featured a thought leadership panel on ‘Sustainable Leadership in F1®’, with key voices from NexGen, F1®, Motorsport UK, and Touchline Earth. The panel discussed the critical role motorsport can play in advancing environmental goals and leading by example in sustainability.

In 2024, we celebrated the team’s achievement of ISO 9001 and ISO 20121 certifications, alongside an illuminating discussion, with key voices from the FIA, NexGen and BSI, on how structured frameworks such as the FIA Three-Star Environmental Accreditation can integrate sustainability, ensure compliance, and optimise resource use within motorsport.

“ASTON MARTIN ARAMCO’S SUSTAINABILITY DAY EXEMPLIFIES HOW SPORT CAN INSPIRE ENVIRONMENTAL AWARENESS AND WELL-BEING. THROUGH INTERACTIVE WORKSHOPS, THOUGHT LEADERSHIP PANELS, AND THE CELEBRATION OF ISO 9001 AND ISO 20121 CERTIFICATIONS. THE EVENT SHOWCASED HOW STRUCTURED, COMMUNITY-DRIVEN INITIATIVES CAN DRIVE MEANINGFUL PROGRESS — FROM LOW-IMPACT TRAVEL AND RESPONSIBLE WASTE MANAGEMENT TO SUSTAINABLE LEADERSHIP ACROSS MOTORSPORT.”

- Pierre Villez, FIA Sustainability Manager



DRIVING SUSTAINABILITY

DRIVING SUSTAINABILITY THROUGH INNOVATION: THE ROAD TO 2026

We have reached an exciting new milestone on the journey to the 2026 F1® season with a groundbreaking technical collaboration agreement. This strategic partnership brings together Aston Martin Aramco Formula One™ Team, Aramco, Honda, and Valvoline Global Operations (VGO) to develop cutting-edge technologies aligned with the new FIA regulations.

The collaboration leverages the unique expertise of each partner to push the boundaries of performance, reliability, and sustainability in motorsport. Aramco will deliver advanced sustainable fuels, while Honda is set to develop a revolutionary works power unit featuring a 50:50 split between electric and combustion power. Valvoline will contribute industry-leading lubricants, drawing on its 150-year legacy of automotive and industrial solutions.

By combining these strengths, the partnership aims to place Aston Martin Aramco at the forefront of sustainable innovation in F1®. This technical development also builds on Aramco’s existing sponsorship, with an ongoing focus on applying advancements from motorsport to road vehicle

technology, including lightweight construction and safety enhancements.

SUSTAINABLE FUEL – 2026²²

As F1® prepares for the 2026 season, the sport is on track to meet its ambitious sustainability targets. With nearly two billion cars expected on the road by 2030 – and only 8% projected to be pure Battery Electric Vehicles (BEVs) – finding alternative solutions to cut carbon emissions is crucial.

F1®’s innovative approach includes pioneering a drop-in sustainable fuel that can be used not only in race cars but in everyday road vehicles. Unlike existing solutions, this fuel will be compatible with internal combustion engines without requiring any engine modifications, making it a game-changer for reducing global carbon emissions.

In collaboration with Aramco, we are at the forefront of this initiative, working together to develop and test advanced sustainable fuel solutions. Our partnership accelerates the transition towards a more sustainable motorsport, while also contributing to broader efforts to decarbonise the automotive industry.



03

WE BELONG



At Aston Martin Aramco Formula One™ Team, we refer to our diversity and inclusion work as We Belong. Our goal is to create an inclusive and diverse culture that ensures everyone feels respected, supported and appreciated, allowing them to thrive and know that they belong.

This commitment drives us to focus on four key guiding principles:

DRIVING EQUITY

Building an inclusive workplace that values diverse perspectives while opening doors for talent from all backgrounds to thrive in F1®, motorsport and the technology industry.

CELEBRATING DIVERSITY

Educate, communicate and celebrate the importance of all aspects of DE&I including LGBTQIA+, Ability, Equality, Gender and Ethnicity.

WELL-BEING

Put well-being at the centre of our internal culture, providing support, resources and insights into all aspects of mental, physical and social well-being to create a positive working environment.

LEADING WITH INCLUSION

Empowering change through strong governance, active resource groups, and regular surveys, ensuring that inclusion is embedded in every decision, action, and opportunity.

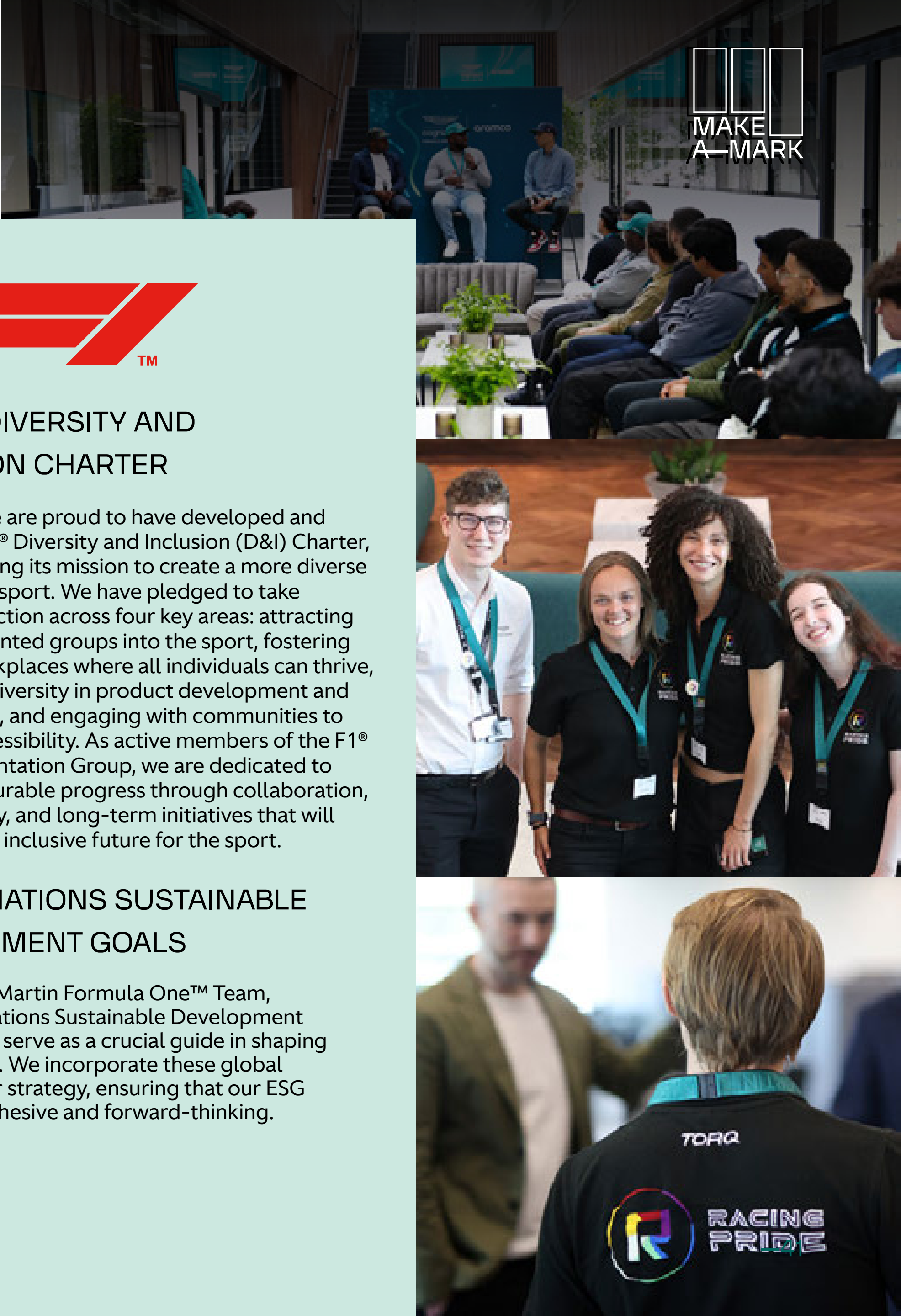


THE F1® DIVERSITY AND INCLUSION CHARTER

As a team, we are proud to have developed and signed the F1® Diversity and Inclusion (D&I) Charter, fully supporting its mission to create a more diverse and inclusive sport. We have pledged to take meaningful action across four key areas: attracting underrepresented groups into the sport, fostering inclusive workplaces where all individuals can thrive, embedding diversity in product development and supply chains, and engaging with communities to promote accessibility. As active members of the F1® D&I Implementation Group, we are dedicated to driving measurable progress through collaboration, accountability, and long-term initiatives that will shape a more inclusive future for the sport.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

At the Aston Martin Formula One™ Team, the United Nations Sustainable Development Goals (SDGs) serve as a crucial guide in shaping our initiatives. We incorporate these global goals into our strategy, ensuring that our ESG efforts are cohesive and forward-thinking.



PURPOSE DRIVEN ALLIANCES

Collaboration is at the heart of our commitment to equality, diversity, and inclusion. Through strategic alliances with organisations that share our values, we strive to create meaningful impact in our communities and beyond.



Aleto empowers young people from underrepresented backgrounds through leadership training, mentoring, and career development. Our alliance inspires young talent to explore careers in motorsport and STEM, creating pathways for future leaders.



Spinal Track provides adapted track and rally driving experiences for people with physical disabilities. Co-founded by Nathalie McGloin and Andrew Bayliss, the charity promotes accessibility in motorsport and helped make AMR Technology Campus fully accessible.

TECHVETS

TechVets helps UK military veterans transition into tech careers through training and support. We work with them to offer veterans opportunities in the motorsport industry.



For four years, we've supported Movember's mission to tackle men's health issues, mental health, prostate cancer, and testicular cancer, through awareness and fundraising.



In 2021, we became the first F1® team to form an alliance with Racing Pride, which champions LGBTQIA+ inclusion in motorsport. Together, we promote visibility, advocacy, and education to foster a welcoming, inclusive racing culture.



WES promotes gender diversity in engineering. Through our alliance, we support mentorship, professional development, and increased representation of women in motorsport and STEM.



AFBE-UK advocates for greater representation of Black and Minority Ethnic engineers. Our alliance creates opportunities, mentorship, and industry connections to empower underrepresented talent in motorsport and engineering.



AMR24 CAR LAUNCH – MAKE A MARK ALLIANCES

At the launch of our 2024 challenger, inclusion and accessibility took the spotlight. Racing Pride's Richard Morris and Lisa Young In joined fans and representatives from Aleto and Spinal Track for a behind-the-scenes experience at Silverstone Circuit.



BREAKING BARRIERS: A SHARED VISION

Launched in 2023, our partnership with The Aleto Foundation aims to bridge the gap for underrepresented communities by providing a bespoke nine-month leadership and mentoring programme to 16 talented A-level students, aged 17 and above, with a passion for STEM and motorsport. The Aleto Foundation, a charitable organisation founded by Sir Ken Olisa OBE, CStJ, FRSA, FBCs in 2010, has empowered more than 1,000 young people through its leadership and mentoring initiatives, promoting social mobility and diversity.

PROGRAMME HIGHLIGHTS

The leadership programme began with a Leadership Masterclass Day at the AMR Technology Campus, featuring public speaking workshops, fireside chats with senior leaders, and an exclusive tour of the state-of-the-art facilities. Delegates also participated in a business-related challenge, presenting their innovative ideas before a panel of senior Aston Martin Aramco leaders.

Throughout the nine-month mentorship journey, each student was paired with a mentor from our team, gaining hands-on experience across various functions, from engineering and design to marketing and communications. The mentorship programme not only provided industry insights and professional guidance but also offered the mentors the invaluable experience of reverse mentorship.

“OVER THE LAST NINE MONTHS, WE HAVE BEEN FOCUSING ON CV WRITING AND INTERVIEW PREPARATION. A LOT OF YOUNG PEOPLE FEEL THAT IT’S IMPOSSIBLE TO HAVE A CAREER IN F1®, BUT WITH THE GUIDANCE AND ENCOURAGEMENT FROM THE PROGRAMME, WE ARE GAINING THE CONFIDENCE TO APPLY AND TAKE THOSE FIRST STEPS.

RIGHT FROM THE START, WE WERE ASSIGNED MENTORS WHO OFFERED INVALUABLE ONE-TO-ONE SUPPORT, HELPING US EXPAND OUR HORIZONS. THE PROGRAMME DIDN’T JUST TEACH PROFESSIONAL SKILLS BUT ALSO PERSONAL VALUES LIKE AUTHENTICITY, FEARLESSNESS, AND THE IMPORTANCE OF BEING GENUINE. I’VE LEARNED TO EMBRACE THESE QUALITIES WHILE BUILDING MY FUTURE CAREER.”

- Krishan, Aleto Foundation Mentee





LOOKING AHEAD: SUSTAINING
IMPACT AND INCLUSIVITY

The next iteration of the programme, launched in 2024, consists of 14 university students who will embark on a tailored mentorship journey similar to the previous cohort. We are committed to tracking and reporting their progress, and we look forward to sharing updates in next year’s report. By equipping future talent with the skills and confidence to excel, we continue to make a mark by fostering progress towards a more inclusive and diverse future.

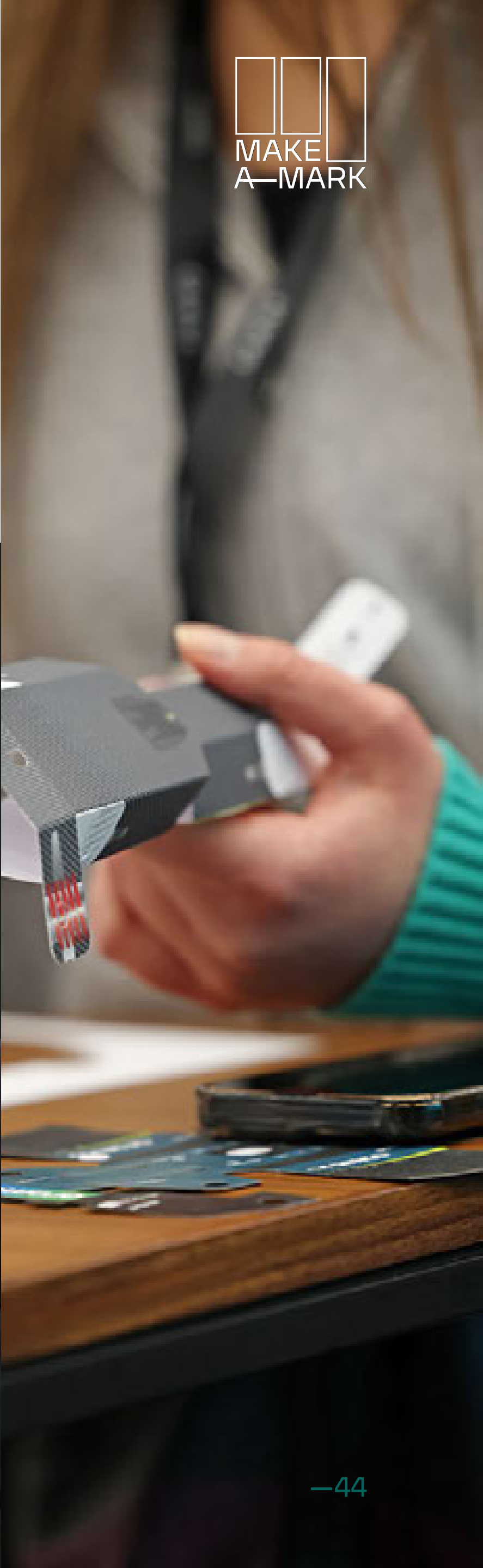
“BY WORKING WITH THE ALETO FOUNDATION, WE ARE BREAKING DOWN BARRIERS AND CREATING OPPORTUNITIES FOR YOUNG PEOPLE FROM UNDERREPRESENTED BACKGROUNDS. THIS PARTNERSHIP BENEFITS NOT ONLY THE STUDENTS BUT ALSO OUR TEAM BY ENRICHING OUR CULTURE WITH DIVERSE PERSPECTIVES.”

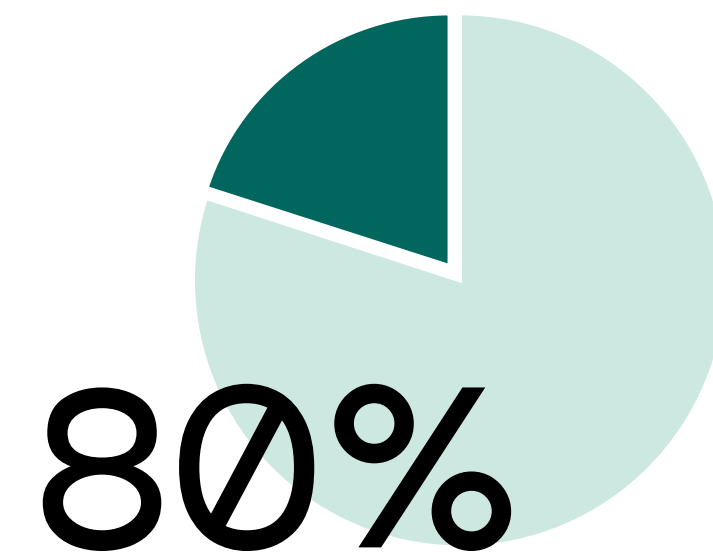
- Debbie Wall, ESG Director



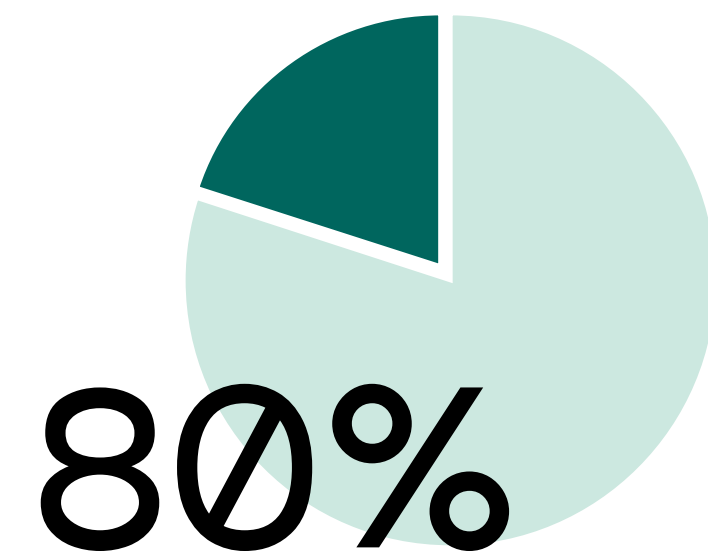
“THIS IS GAME-CHANGING. IMAGINE HOW INSPIRING IT IS AS A YOUNG PERSON TO COME THROUGH RECEPTION AT THE CAMPUS TO SEE THE CARS AND TROPHIES. THE IMPACT IS IMMEASURABLE.”

- David Villa-Clarke, BEM, CEO of
The Aleto Foundation

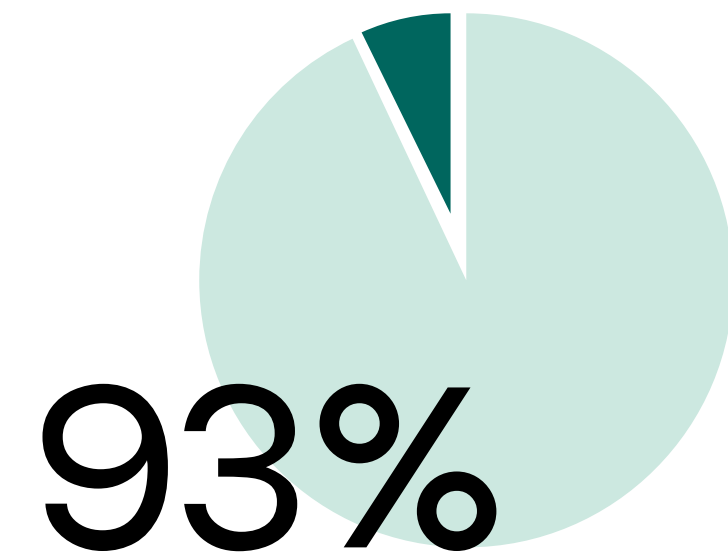




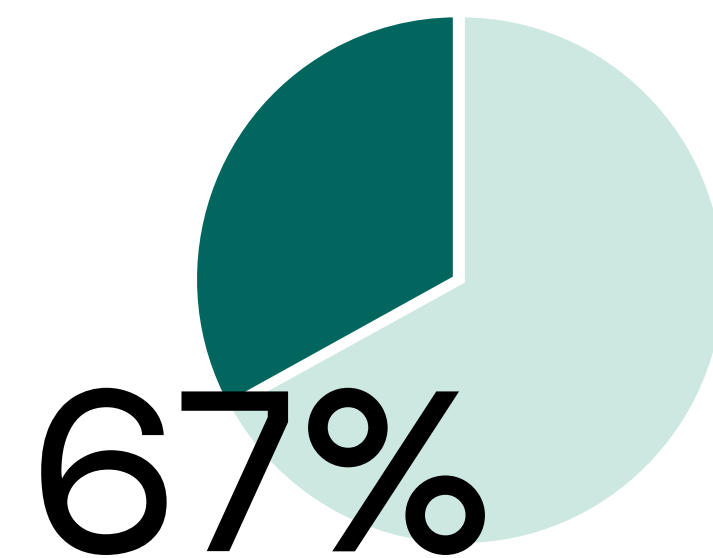
significantly agreed that their leadership skills improved because of the programme.



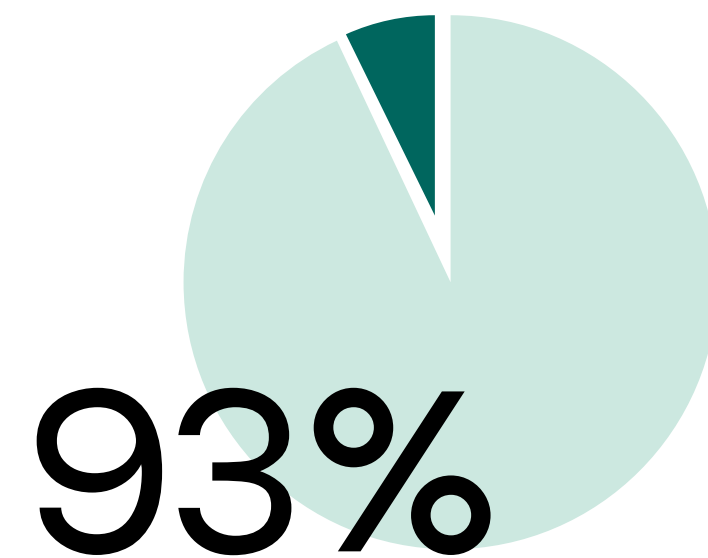
of delegates agreed they are more interested in a career in motorsport because of the programme.



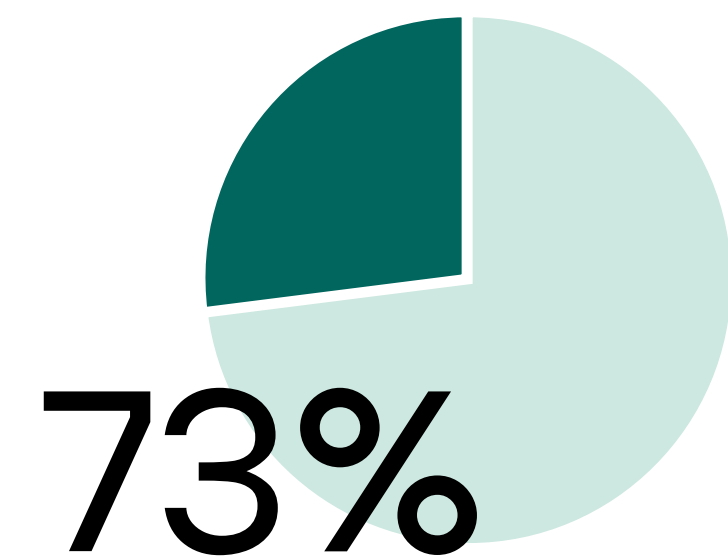
of delegates would recommend the programme to a friend or colleague.



of the delegates significantly agreed to have grown their professional network because of the programme.



of delegates said they would actively seek STEM career and education opportunities because of the programme.



of delegates rated the mentoring as significantly impactful²³.

EMPOWERING WOMEN IN MOTORSPORT

JESSICA HAWKINS: ASTON MARTIN
ARAMCO FORMULA ONE™ TEAM HEAD OF
F1® ACADEMY AND DRIVER AMBASSADOR

As part of our commitment to fostering greater diversity and inclusion in motorsport, we are actively working to inspire and empower the next generation of women in the sport. In collaboration with our title partner, Aramco, we took a significant step forward during the 2024 Saudi Arabian Grand Prix. Ahead of International Women's Day, Jessica Hawkins made history as the first woman to drive the latest generation of an F1® car during our team's debut demo run. Before taking to the streets of Riyadh, Jessica also helped launch an Aramco STEM initiative, designed to encourage more young women to explore careers in motorsport.

Moments like these are crucial in breaking barriers and inspiring future talent. By creating visibility and opportunities for women in motorsport, we are driving meaningful change and ensuring the sport becomes more inclusive for generations to come.

TINA HAUSMANN: ASTON MARTIN
ARAMCO F1® ACADEMY DRIVER

As part of our commitment to increasing female representation in motorsport, we have proudly supported Tina Hausmann in F1® ACADEMY since 2023. Representing the Aston Martin Aramco Formula One™ Team, the Swiss driver competes in the all-female series with PREMA Racing, donning the iconic Aston Martin Racing Green overalls and racing in a specially designed livery.

Tina's journey into motorsport began at just seven years old in karting, where she quickly showcased her talent. She progressed through highly competitive junior categories before making her mark in Formula 4, securing podium finishes and a female category victory in the 2023 Italian F4 Championship. Her participation in F1® ACADEMY has provided her with invaluable experience, racing on the global stage and further honing her skills.

Jessica Hawkins' role with the team also expanded as a result of our involvement in F1® ACADEMY, with Jessica becoming Head of Aston Martin Aramco Formula One™ Team's F1® ACADEMY programme. Throughout the season Jessica mentored Tina, providing valuable guidance both on and off the track.



“F1® ACADEMY HAS BEEN AN INCREDIBLE OPPORTUNITY FOR ME. IT'S AN AMAZING SERIES THAT I'M PROUD BE A PART OF. I HAVE LEARNED SO MUCH THAT HAS HELPED ME GROW AS A DRIVER, INCLUDING GAINING EXPERIENCE AT NEW TRACKS IN FRONT OF BIG CROWDS. REPRESENTING ASTON MARTIN IS A HUGE HONOUR AND HAVING JESSICA AS A MENTOR HAS BEEN A REAL BENEFIT. INSPIRING THE NEXT GENERATION OF FEMALE DRIVERS IS SOMETHING THAT'S INCREDIBLY IMPORTANT TO US BOTH.”

- Tina Hausmann, F1® ACADEMY Driver



WOMEN IN CYBER

In 2024, we strengthened our commitment to cybersecurity and gender diversity by spotlighting the intersection of advanced technology and inclusive leadership. At the RSA Conference, the team shared how its approach to data protection is not only enhancing performance and security but also promoting the advancement of women in fields historically dominated by men.

During a panel hosted by The Female Quotient, the discussion focused on the role of artificial intelligence in safeguarding data and the shared values of innovation and precision. The conversation underscored how strategic collaborations can both mitigate cyber threats and open doors for female leaders in motorsport and technology alike.

#GIRLSWILL IN PARTNERSHIP WITH ARAMCO

Aramco Europe, in partnership with the Aston Martin Aramco Formula One™ Team, hosted 100 students at the Silverstone Museum as part of the annual #GirlsWill campaign, aimed at inspiring young women and girls by showcasing the vast career opportunities within motorsport and STEM fields. The event featured a range of talks and demonstrations from Aston Martin Aramco Formula One™ Team members, including Composite Inspector Louise Turner.

The day also included a panel discussion with Senior Communications and Media Officer Ella Seager, Sustainability Manager Parveer Ramana, IT Business Analyst Rebecca Adams, and Head of Aston Martin Aramco Formula One™ Team’s F1® ACADEMY programme and Driver Ambassador

Jessica Hawkins. The panel shared their journey in motorsport and offered valuable advice for breaking into the industry, emphasising the importance of networking, staying authentic, and persevering through challenges, encouraging the girls to never give up on their dreams.

Together with our title partner Aramco and Silverstone Museum, we are committed to creating opportunities and empowering the next generation.

“TODAY’S SESSIONS HAVE SHOWN ME NEW PATHWAYS THAT I WOULDN’T HAVE CONSIDERED BEFORE. SEEING WOMEN CONTRIBUTE TO MOTORSPORT AT SUCH A HIGH LEVEL HAS BEEN REALLY INSPIRING AND MADE ME FEEL CONFIDENT ENOUGH TO PURSUE MY DREAM CAREER IN THE INDUSTRY.”

- Girls Will Participant



MAKE A—MARK EMPOWERING WOMEN

CELEBRATING INTERNATIONAL WOMEN'S DAY 2024 WITH CITI

In 2024, Aston Martin Aramco Formula One™ Team marked International Women's Day with a celebration of women's achievements in motorsport and beyond.

As part of our celebrations, we focused on how we can help to create a more equitable world for women and inspire others to embrace and value female inclusion – both within motorsport and beyond.

In the lead-up to International Women's Day, we welcomed team members, partners, young people from local schools, and influential women in sport to the AMR Technology Campus. The day was centred on celebrating and advocating for inclusion in sport, with a particular focus on increasing female participation in motorsport.

The event featured enlightening panel discussions and motivational talks from Jessica Hawkins, Aston Martin Aramco Formula One™ Team Head of F1® ACADEMY and Driver Ambassador and Driver Ambassador Jessica Hawkins, Spinal Track co-founder Nathalie McGloin, and women's football content creator Samantha Miller. Our speakers shared the progress being made while acknowledging the challenges they have overcome to reach where they are today, highlighting the ongoing need for continued efforts in empowering women across all fields.

CELEBRATING INTERNATIONAL WOMEN IN ENGINEERING DAY 2024

In celebration of International Women in Engineering Day, we hosted a panel discussion at the AMR

Technology Campus to inspire the next generation of female engineers. The event featured speakers from the Women's Engineering Society, FMB Oxford, The Association for Black and Minority Ethnic Engineers and Aston Martin Lagonda, offering insights into various engineering careers.

“ENGINEERING IS ABOUT CREATIVITY AND PROBLEM-SOLVING – WOMEN BRING SOMETHING INCREDIBLY VALUABLE TO THIS INDUSTRY.”

- Helen Makey, Senior Vehicle Dynamics Engineer, Aston Martin Aramco Formula One™ Team

The event sparked a meaningful conversation about breaking barriers, creating equal opportunities, and inspiring young women to pursue engineering careers. Many attendees left feeling motivated and confident in their path ahead.

“WOMEN OFFER SO MANY UNIQUE ENGINEERING IDEAS AND SOLUTIONS. ASTON MARTIN'S CLOSE PARTNERSHIP WITH THE ASTON MARTIN ARAMCO FORMULA ONE TEAM PROVIDES THE IDEAL PLATFORM TO SHARE IDEAS TO DRIVE INNOVATION.”

- Grace Lewis, Senior Engineer, Aston Martin Lagonda



MAKE A—MARK EMPOWERING WOMEN

INCLUSION WEEK 2024

During Inclusion week 2024, we brought together thought leaders, historians, and industry professionals to celebrate the contributions of underrepresented groups in motorsport.

A highlight of the week was a compelling discussion led by Helen Close, historian from the Women's Engineering Society (WES), alongside Aston Martin Lagonda Historian Steve Waddingham. Together, they explored the rich history of women in motorsport, with a particular focus on Aston Martin's pioneering female figures. Their insights provided an inspiring look at the challenges and achievements of women who have shaped the industry, reinforcing the importance of visibility and representation in driving progress today.

Inclusion Week 2024 served as a platform to not only reflect on the past but also to inspire the future – empowering the next generation to break barriers and create a more diverse and equitable motorsport landscape.





WOMEN BEHIND THE WHEEL AT ASTON
MARTIN ARAMCO FORMULA ONE™ TEAM



PIPPA TREACY
DATA ENGINEER

“I enjoy continuous learning and the opportunity to contribute to a growing team – cross-functional collaboration, particularly between software and performance engineering is very important. Motorsport is unique because you’re always exposed to something new, and it’s incredibly fast-paced.”



SOFIA GEMELLI
AERO PERFORMANCE ENGINEER

“Every time I don’t accept how things have always been done; I try to make them more efficient and innovative. Don’t be afraid to ask but don’t leave the conversation until you have really understood. Don’t be afraid of making mistakes. To have a successful career in motorsport, don’t let your gender stop you even before others do. Focus on what makes you special and be the best engineer you can, smart people will always value you.”



HAYLEY HOLLOWAY
HR DIRECTOR

“When I joined Aston Martin Aramco I led the HR function during a period of great transformation for the team, before progressing to the role of HR Director. The key to my success has been collaboration, building my support network and taking time to understand how HR can enable performance and drive value and impact. Trust in your abilities and lean on and learn from the talented and experienced people around you.”



XENIA HUGHES
PARTNER MANAGER

“It’s incredibly rewarding to be recognised as a game changer within the business, as it not only gives me the opportunity to showcase the impactful work I’ve contributed during my time at Aston Martin F1 Team, but also opens doors for continued growth and advancement in my career”



KATE SMITHSON
CHIEF PARTNER OFFICER

“My career at Aston Martin Aramco and my current role as Chief Partner Officer has given me the opportunity to be a role model for younger women coming to work with the team. Throughout my career, I have stayed focused and embraced opportunity when it presented itself. To have a successful career in motorsport, you need to trust your instincts when it comes to decision-making, embrace change, expect knockbacks, work hard and believe in yourself.”

CHAMPIONING DIVERSITY

We strive to create an environment where diversity is celebrated and inclusion is a key part of our journey. We believe in using our platform to not only foster these values internally but also to influence the wider motorsport community and beyond.

NATIONAL INCLUSION WEEK

During National Inclusion Week, we joined forces with Racing Pride, The Aleto Foundation, and Spinal Track to engage in thought-provoking discussions and activities aimed at promoting diversity and inclusion. The week was filled with impactful conversations, workshops, and collaborations that helped us deepen our understanding of the importance of inclusive practices in motorsport. Together, we are making strides to ensure that all individuals, regardless of background, feel welcomed and supported in the industry.

BLACK HISTORY MONTH

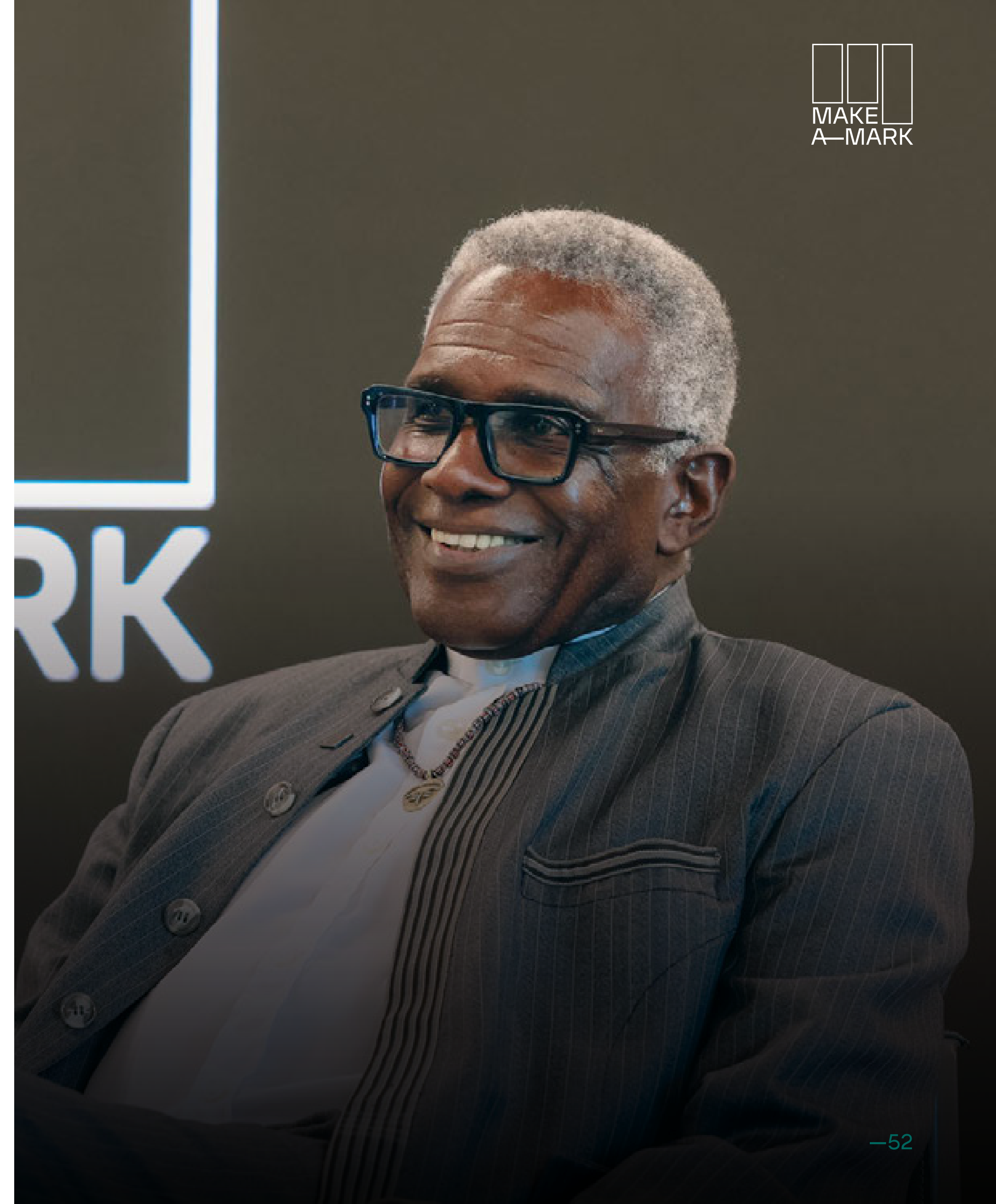
In October, we celebrated Black History Month in the UK by hosting a series of events and workshops that highlighted the invaluable contributions of the Black community. We welcomed esteemed actor Rudolph Walker CBE to the AMR Technology Campus, where he shared his experiences and reflections on

representation, resilience, and progress. His presence served as a powerful reminder of the impact of diverse voices in shaping industries and inspiring future generations.

A significant part of our celebration was a collaboration with spoken word artist Terrell Lewis, who created a powerful spoken word piece for the launch of our 2024 car, themed 'Hyper-focus'. Terrell's work not only reflected the theme of the launch but also symbolised the focus and commitment needed to drive forward diversity and inclusion.

Terrell also led a colleague workshop on Being You Authentic Self, where he encouraged our team to embrace their unique voices and express themselves authentically.

Through these initiatives, we are proud to use our platform to promote the message of inclusion, ensuring that all individuals feel empowered to contribute and be heard, both within the team and across the motorsport community.



PROUD TO RACE, PROUD TO BE

JOINING UP WITH RACING PRIDE IN AUSTIN

Since 2021, our alliance with Racing Pride has been instrumental in driving inclusivity and representation within motorsport. Together, we've championed initiatives to foster an environment where everyone, regardless of their background or identity, feels welcome and valued. In 2024, we took our collaboration to the global stage at the United States Grand Prix, where we invited Racing Pride to join us trackside. This event provided a unique opportunity to further our shared mission of ensuring greater inclusion within motorsport, reaching communities worldwide.

PRIDE MONTH 2024

On 3 June, we launched our Pride Month activations with a workshop and panel discussion focused on DE&I as part of our Make A Mark strategy.

Racing Pride CEO Richard Morris, alongside Chief People Officer Sophie Ackland, led a session on allyship and inclusivity, equipping our team with the tools to support LGBTQIA+ colleagues. A lunch and learn panel, featuring Jessica Hawkins and trans karting champion Jess Alexander, highlighted the importance of representation and inclusion in motorsport.

**“IF YOU FEEL COMFORTABLE AND
HAVE ALLIES AROUND YOU, YOU WORK
BETTER, MORE EFFICIENTLY, AND
HAPPIER.”**

- Jessica Hawkins, Aston Martin Aramco Formula One™
Team Head of F1® ACADEMY and Driver Ambassador



PROUD TO RACE, PROUD TO BE

PRIDE MONTH: PROMOTING INCLUSIVITY IN MOTORSPORT

As part of Pride Month celebrations at the AMR Technology Campus, Jessica Hawkins joined Valvoline Brand Manager Katie Reed Hurst, for a conversation on the critical role of inclusivity in the workplace and its impact on the motorsport industry. Key Insights included:

- **BELONGING IN THE WORKPLACE:** Jessica emphasised that feeling like you belong is essential for productivity. "When you're able to be your authentic self at work, you're more efficient and happy," she said.
- **THE IMPORTANCE OF INCLUSIVITY:** Katie highlighted that inclusivity is not only crucial for talent retention but also fosters innovation. A diverse workplace brings new perspectives that lead to fresh ideas and solutions.
- **VALVOLINE'S PRISM INITIATIVE:** Katie discussed PRISM, Valvoline's LGBTQ+ support group, which focuses on Pride, Respect, Inclusion, Support, and Momentum. The initiative creates a safe environment for employees to be themselves.

- **ROLE MODELS FOR CHANGE:** Jessica spoke about the importance of inspiring future generations of women in motorsport, saying, "If I can inspire the younger generation while I'm on my journey, I'll be proud."
- **YEAR-ROUND COMMITMENT:** Both Jessica and Katie agreed that diversity, equality, and inclusion should be promoted every day, not just during Pride Month.

“IT WAS GREAT TO BE IN SAFE SPACE WITH OUR LEADERSHIP TEAM LEARNING MORE ABOUT THE CHALLENGES OUR LGBTQIA+ COLLEAGUES CAN EXPERIENCE IN THE WORKPLACE. WE WILL CONTINUE TO TAKE FORWARD RICHARD'S GREAT ADVICE AND SUPPORT.”

- Sophie Ackland, Chief People Officer



RACING BEYOND ABILITY

UN INTERNATIONAL DISABILITY DAY, IN PARTNERSHIP WITH CITI

At the AMR Technology Campus, we marked United Nations International Day of Persons with Disabilities by celebrating the strength, talent, and resilience of individuals with disabilities. In partnership with Citi, we were joined by Paralympian Lee Manning, Citi Global Head of TPM Country Governance James Ellergy-Gower and Hungry Hoops for a day of engaging activities designed to raise awareness and promote inclusion.

Colleagues had the opportunity to participate in drop-in wheelchair basketball sessions, receiving 1:1 coaching and skills demonstrations, before taking part in some friendly yet competitive matches. The event not only highlighted the incredible skill of para-athletes but also provided an opportunity to foster understanding, challenge perceptions, and encourage accessibility in sport and beyond.

NEURODIVERSITY WEEK

In 2024, we have made progress in building out our Neurodiversity Programme to further enhance our commitment to inclusivity and support for all members of our team. As part of this initiative, we hosted a closed-shop internal event on 25 June, where Justin Beadle, Director of Financial Service Management Consulting in KPMG Technology at KPMG, and Camilla Galashan, Senior Business Architect in FS Technology Transformation in KPMG Technology at KPMG, visited the AMR Technology Campus to deliver an insightful talk on Neurodiversity in the workplace. This event marked the beginning of our Neurodiversity Committee, a new initiative dedicated to promoting neurodiversity awareness, providing tailored support, and ensuring that neurodiverse employees feel understood, valued, and empowered within the workplace.



FROM FORCES TO F1®

We are proud to have veterans as part of our workforce, bringing discipline, resilience, and technical expertise from military service into the fast-paced world of F1®. Veterans contribute a unique skill set that aligns perfectly with the high-performance demands of our sport, from problem-solving under pressure to precision engineering and teamwork.

Through initiatives like TechVets, we actively support veterans transitioning into civilian careers, providing opportunities in engineering, operations, and beyond. TechVets is a charity that helps ex-military personnel enter the technology and cybersecurity industries by equipping them with skills, connections, and career opportunities – bridging the gap between military service and technical careers like those in F1®.

Paul McKeown an IT Trackside Engineer for the team, recently entered the fast-paced world of F1® after a 10-year long career in the Royal Marines. What has it been like to transition from the Royal Marines to F1®?

“MOVING FROM THE MILITARY INTO THE WORLD OF F1® HAS BEEN AN EXCITING TRANSITION. THERE ARE ELEMENTS OF WORKING IN THE F1® TRACKSIDE ENVIRONMENT THAT HAVE BEEN MADE EASIER BECAUSE OF MY PREVIOUS EXPERIENCE. PROBLEM-SOLVING IN A FAST-PACED ENVIRONMENT AND WORKING AS PART OF A TEAM TO ACHIEVE OUR GOALS ARE THE KEY ELEMENTS TO MY ROLE. THE SKILLS MILITARY PERSONNEL POSSESS — PRECISION, ADAPTABILITY, AND WORKING UNDER PRESSURE — TRANSLATE NATURALLY INTO THE HIGH-PERFORMANCE SETTING OF F1®.

“AT ASTON MARTIN ARAMCO FORMULA ONE™ TEAM I AM PROUD TO BE PART OF AN AMBITIOUS TEAM AND SURROUNDED BY A GROUP OF DRIVEN INDIVIDUALS.”



SUPPORTING MENTAL HEALTH

MOVEMBER SUPPORTING MEN'S MENTAL HEALTH

We continue to participate in Movember, an annual charity campaign dedicated to raising awareness for mental health, prostate cancer, and testicular cancer. This year, we took a proactive approach by completing mental health training for men across the organisation, aimed at fostering a culture of openness, support, and understanding around men's mental health challenges.

The training provided valuable tools and resources for recognising signs of mental health struggles, creating a more supportive and empathetic work environment.

“SUICIDE IS THE BIGGEST KILLER OF MEN UNDER 50 IN THE UK. MOVEMBER ADDRESSES MEN'S MENTAL AND PHYSICAL HEALTH FROM A MALE-ORIENTED PERSPECTIVE. I'M PROUD TO BE A PART OF OUR MOVEMBER TEAM, RAISING FUNDS AND AWARENESS FOR THIS VITAL WORK.”

- Brynley Mullen, Lead Technical Buyer



COLLEAGUE WELL-BEING

The AMR Technology Campus in Silverstone isn't just a hub for cutting-edge engineering and racing innovation, it's also designed with the well-being of our team in mind. We understand that a healthy, balanced workforce is essential for fostering creativity and success. That's why our new campus is equipped with a variety of amenities aimed at supporting the physical and mental health of everyone who works here.

Key highlights include:

- **NEW RESTAURANT:** A modern, spacious canteen offering a wide range of healthy and nutritious meal options, ensuring our team is well fed and energised throughout the day.
- **NEW GYM AND FITNESS CLASSES:** A fully equipped gym is available, alongside a variety of fitness classes and personal training sessions to help our team stay active and healthy.
- **WALKING TRACK:** A unique walking track that mirrors the shape of the famous Silverstone Circuit, offering our team a chance to stay active while connecting with the iconic track.

- **REFLEXOLOGY AND SPORTS MASSAGES:** We've partnered with wellness professionals to offer reflexology and sports massages, helping to relieve stress and prevent injuries.
- **BARBERSHOP:** In addition to physical health, we support our team's grooming needs with an on-site pop-up barbershop.
- **FRIENDS AND FAMILY DAY:** Our team's loved ones are just as important as our workforce, which is why we host regular friends and family days.
- **SPORTS TEAMS:** Promoting both team spirit and personal well-being, we have sports teams for our employees, including a male football team and a female football team.

These amenities, alongside our commitment to fostering an inclusive and supportive working environment, reflect our belief that well-being is a key component of success.



MAKE A—MARK WELL-BEING

“THE GYM AND STUDIO PAIRED WITH THE EMPLOYEE WELLNESS PROGRAMME AT THE AMR TECHNOLOGY CAMPUS HAVE BEEN TAILORED TO MEET STAFF NEEDS. WE HAVE PARTICULAR FOCUS ON THE PHYSICAL AND MENTAL HEALTH OF OUR PEOPLE, TO SUPPORT A WORKPLACE THAT ALLOWS ALL TO THRIVE. BY COMBINING THE USE OF TECHNOLOGY, COACHING, EVENTS, WORKSHOPS, AND EXERCISE, EMPLOYEES ARE BETTER SUPPORTED ON THEIR HEALTH AND WELLNESS JOURNEY.”

- Dan Williams, Head of Human Performance



LEADING WITH INCLUSION

DE&I SURVEY AND REPORTING DATA

Fostering an inclusive and diverse workplace is a key priority for our team. To ensure we continue making meaningful progress, we conduct a DE&I survey biannually, providing valuable insights into our culture, strengths, and areas for growth.

Our last DE&I survey was completed in 2023, offering a comprehensive look at our team’s experiences, perspectives, and priorities. As we prepare for the next survey in 2025, we are excited to introduce a new employee experience platform – designed to benchmark our progress against industry standards and best practices.

Key focus areas identified from 2023 DE&I survey and implemented in 2024:

- Increased training and all new starters had training on DE&I.
- Raised intersectionality awareness for those with overlapping identities and nuanced experiences through colleague workshops, established employee resource groups and introduction of pronouns on e-signatures.

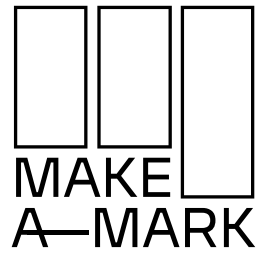
— Strengthened pathways for underrepresented groups to access growth opportunities, mentorship, and leadership development programmes, through forming an alliance with David Villa-Clarke, BEM, and The Aleto Foundation.



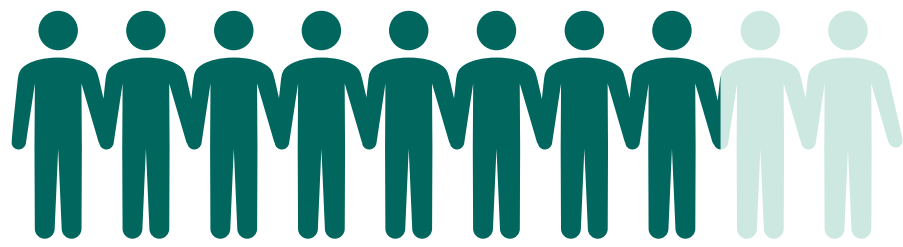
Nationalities represented within Aston Martin Aramco Formula One™ Team



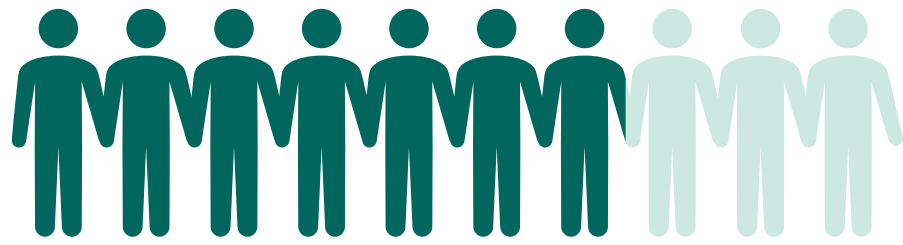
of our employees have completed an apprenticeship²⁴



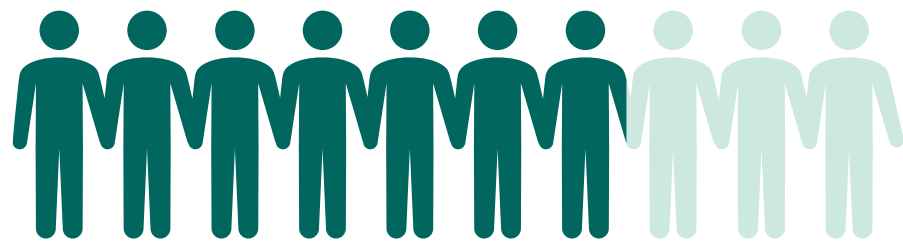
EMPLOYEE ENGAGEMENT:



of employees are proud to work at Aston Martin Aramco Formula One™ Team



enjoy the campus and workplace

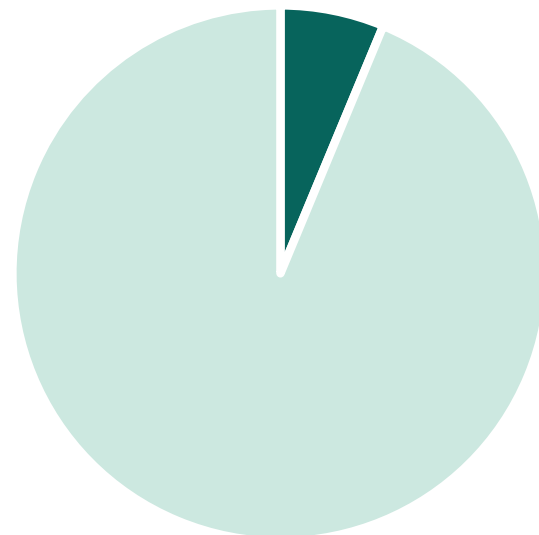


of employees know how their work contributes to car performance²⁵

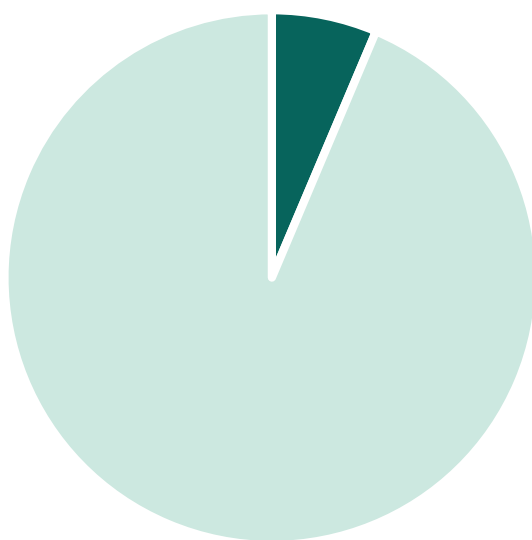
PERCENTAGE OF FEMALES BY DIVISION²⁶



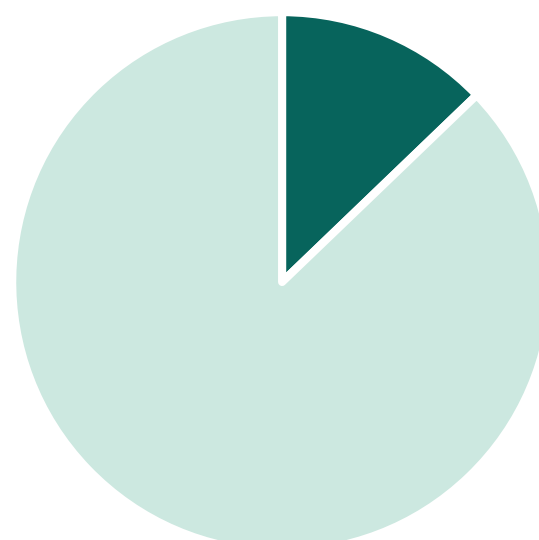
ENABLING FUNCTIONS



OPERATIONS



RACE TEAM



TECHNICAL

MALE

FEMALE

7.4

DE&I was ranked 7.4 out of 10 for importance in the success of the team

7.1

Most employees (7.1/10) recommend the team as an inclusive employer²⁴

EMPLOYEE RESOURCE GROUPS

Our We Belong Committee is made up a number of employee resource groups which play a vital role in building a culture of belonging by bringing colleagues together for events and to have meaningful discussions, promote inclusion, and drive positive change across our team. These groups are open to all employees and serve as a platform to amplify diverse perspectives, encourage community engagement, and create positive workplace experiences.



The Women’s Impact Network advocates for gender equality through a circle model, rotating the chair monthly to encourage open dialogue and discussion. It supports professional development and celebrates hero moments like International Women’s Day and International Women in Engineering Day through speaker events and partnerships, promoting representation and inclusion.



The Neurodiversity Committee raises awareness and breaks down stigmas around neurodiversity. It fosters understanding and support while empowering individuals to showcase their strengths without fear of judgment. Events include expert speakers and opportunities to share personal stories and superpowers.



The LGBTQIA+ Network provides a safe, supportive space for all identities, whether openly out or not, to meet socially, giving members the opportunity for confidential discussions, community building, and input on workplace initiatives.



The Ethnicity and Culture Committee promotes racial equity and cultural awareness through open conversations and community outreach. It supports diverse recruitment and builds partnerships through mentoring and external events, fostering a truly inclusive workplace.



The Veterans Committee supports those who have served in the armed forces, both past and present. It aims to build a sense of community and solidarity among veterans while advocating for professional development and raising awareness of their unique skills and contributions to the team.



“BEING A CO-CHAIR OF THE LGBTQIA+ EMPLOYEE RESOURCE GROUP ALLOWS ME TO ADVOCATE FOR EQUALITY AND EMPOWER OTHERS TO EMBRACE THEIR AUTHENTIC IDENTITIES. IT’S IMPORTANT BECAUSE IT FOSTERS INCLUSION AND ALLOWS US TO MAKE A REAL IMPACT IN BUILDING A MORE SUPPORTIVE AND DIVERSE WORKPLACE WHERE INDIVIDUALS CAN BRING THEIR WHOLE SELVES TO WORK.”

- Millie Minter, Aerodynamicist

“VETERANS POSSESS A WEALTH OF EXPERIENCE, SPECIALISED SKILLS, AND QUALITIES THAT ARE INSTANTLY TRANSFERABLE, AND MAKE THEM A VALUABLE ASSET TO ASTON MARTIN ARAMCO. WE PROUDLY SUPPORT OUR VETERANS, RESERVISTS AND THEIR FAMILIES WITH REPRESENTATION ACROSS THE TEAM. THEIR EXPERIENCE IN HIGH-PRESSURE ENVIRONMENTS, ALONG WITH THEIR DEDICATION TO TEAMWORK AND PROBLEM SOLVING MAKES THEM INVALUABLE TO OUR TEAM.”

- Stuart Rutledge, Senior Estates and Project Manager

“THE E&C NETWORK IS IMPORTANT IN AMPLIFYING THE VOICES OF THOSE TYPICALLY UNHEARD, AND MAKING SURE ASTON MARTIN ARAMCO AS A COMPANY ARE AWARE OF AND CAN ACCOMMODATE THE NEEDS OF THOSE WHO DO NOT NECESSARILY FIT THE GENERAL DEMOGRAPHIC. I WANTED TO BE A CO-CHAIR TO HELP DRIVE THE GROWTH OF THE GROUP, AND ALSO TO WORK ON MY OWN CONFIDENCE AND LEADERSHIP SKILLS. AS SOMEONE WHO WAS BORN AND RAISED IN EGYPT, BUT GREW UP IN SCOTLAND, I UNDERSTAND THE STRUGGLES OF NOT QUITE FEELING LIKE YOU FIT IN FULLY ANYWHERE, SO WE WANTED TO CREATE AN ENVIRONMENT AT ASTON MARTIN ARAMCO THAT IS A SAFE SPACE TO SHARE EXPERIENCES AND CREATE FRIENDSHIPS ACROSS THE TEAM.”

- Clara Ghattas, Junior Composites Design Engineer

“I WANTED TO BE A CO-CHAIR TO HELP MAKE A DIFFERENCE IN OUR WORKPLACE BY CONTRIBUTING TO ITS INCLUSIVITY, SO ALL DIFFERENCES ARE VALUED, SUPPORTED AND CELEBRATED.”

- Louise Knight, Software Engineer and Co-Chair for the Neurodiversity committee

“AS CO-CHAIR OF THE DE&I TEAM, I HAVE TAKEN ON AN ACTIVE ROLE IN HELPING TO CULTIVATE AN OPEN AND INCLUSIVE WORKING CULTURE HERE AT ASTON MARTIN ARAMCO, WHERE ALL ARE WELCOME AND HAVE THE OPPORTUNITY TO THRIVE. OVER THE PAST FEW YEARS, WE HAVE PROMOTED AND OVERSEEN THE EVOLUTION OF DE&I FROM A SOLE TASKFORCE TO AN UMBRELLA COMMITTEE, WHICH REPRESENTS MANY UP-AND-COMING AND IMPORTANTLY, SELF-SUSTAINING, EMPLOYEE RESOURCE GROUPS (CURRENTLY AT FIVE) SEEING THIS PROGRESS OVER THE PAST FEW YEARS HAS BEEN INCREDIBLY REWARDING, AND WHILE STEPS ARE INDIVIDUALLY SMALL, OUR JOURNEY IS ONE OF CONTINUAL PROGRESS AND IMPROVEMENT.”

- Eleanor Rajaratnam, Senior Aerodynamicist



04

COMMUNITY

COMMUNITY

Supporting the environment and improving the future of people in the communities where we live and work, allowing them to thrive is a key pillar of our responsible business strategy. Through these programmes we look to meet three guiding principles:

EDUCATE AND EMPOWER

- Work with our partners to support and educate young people from diverse backgrounds by showing them the career opportunities available in STEM and motorsport, equipping them with the skills and knowledge to excel in these fields.

COMMUNITY ENRICHMENT

- Engage with local stakeholders to identify and lead initiatives that can leave a lasting positive legacy in our local communities both at home and further afield that can make a mark.

RACING AHEAD, CREATING AN IMPACT

- Encourage and support our team members and stakeholders to volunteer and raise money for our communities around the world, using our platform to make a mark.

We focus our community outreach programmes both in the UK and further afield at race locations and in the communities that our partners call home. Often these programmes will deliver benefit to the community across multiple combinations of the pillars outline above and always meet one of the following SDGs.



ASPIRING MECHANINCS PROGRAMME

DEVELOPING THE NEXT GENERATION OF MECHANICS WITH VALVOLINE™ GLOBAL OPERATIONS

As part of our commitment to educating and empowering young people from diverse backgrounds, we have partnered with Valvoline™ Global Operations to launch the Aspiring Mechanics Programme. This initiative aims to inspire and support the development of future mechanics by providing hands-on experience and valuable insights into the world of F1®.

IMMERSIVE LEARNING AND REAL-WORLD EXPERIENCE

Earlier this year, we welcomed 35 mechanical students from Milton Keynes College to the AMR Technology Campus. The students were given a behind-the-scenes tour and had the opportunity to meet members of our team, including Mark Gray, Aston Martin Aramco Formula One™ Team Head of Build and Car Assembly, who shared insights into what it takes to be a F1® mechanic.

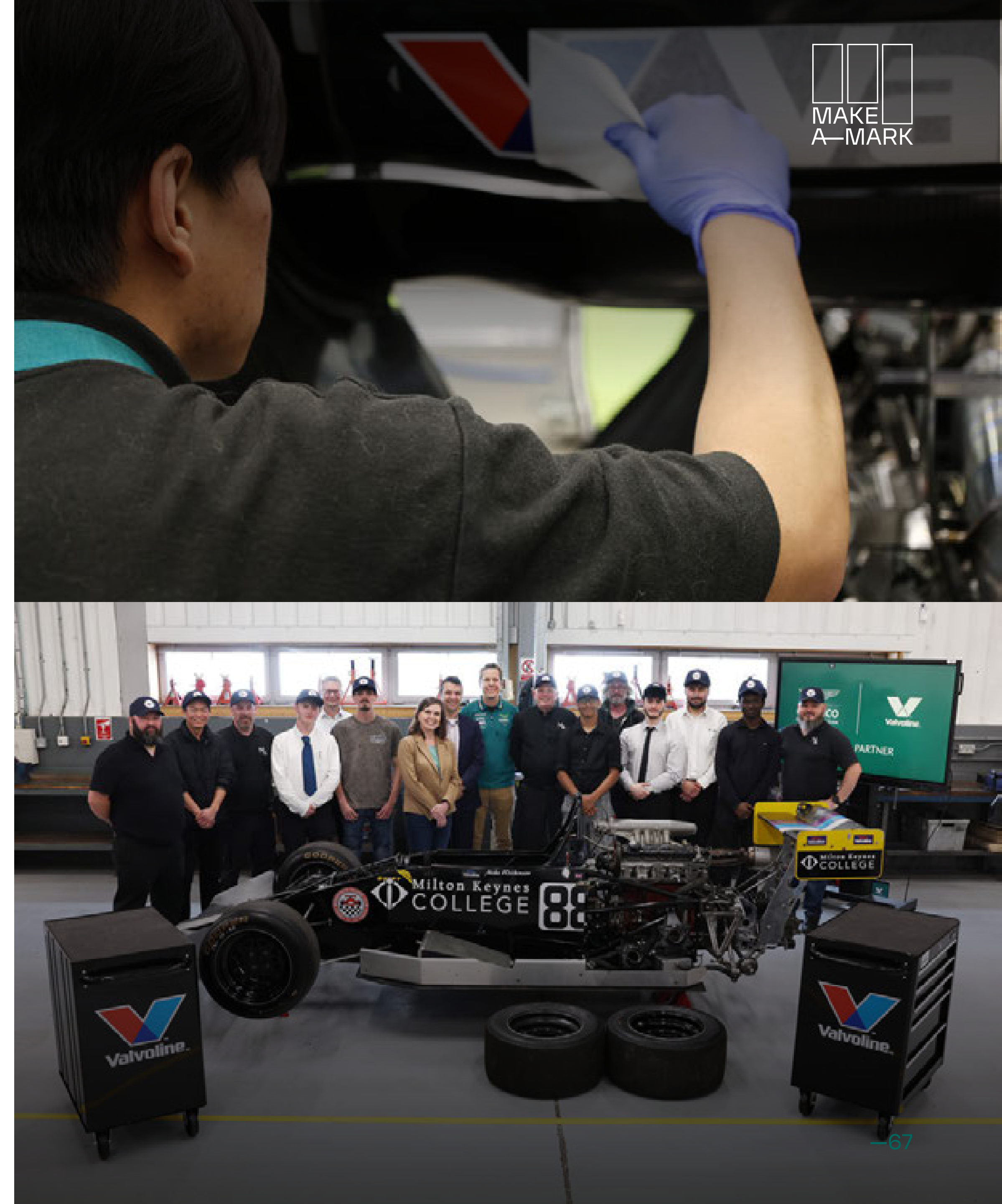
The aspiring mechanics engaged in various in-depth learning opportunities, including a Single-

Seater Diagnostics Project. The students presented their findings to a panel of expert judges, competing for a chance to win a week-long immersive experience with the Aston Martin Aramco Formula One™ Team.

This opportunity allowed the winners to work hands-on with the team, gaining practical skills and exposure to the inner workings of an F1® car.

“I’VE GROWN UP WATCHING FORMULA ONE™ AND IT’S SOMETHING I’VE REALLY BEEN PASSIONATE ABOUT. JUST KNOWING HOW IT HAPPENS BEHIND THE SCENES, HOW MUCH WORK GOES INTO IT, IT’S SO INTERESTING. FROM DOING THIS I’VE ALREADY GOT APPOINTMENTS FOR INTERVIEWS COMING UP FOR JOBS SO I’M VERY APPRECIATIVE OF THIS OPPORTUNITY.”

- James, MK College Student



MAKE A MARK DAY

TRADING PLACES: ASTON MARTIN ARAMCO AND JCB APPRENTICES TAKE PART IN EARLY CAREERS TALENT SWAP

We joined forces with Global Partner JCB to organise an early careers talent swap to encourage the exchange of knowledge and accelerate learning. A group of apprentices and engineers from the two iconic British companies immersed themselves in each other's worlds for a "day in the life" of their counterparts.

Taking place across two days, the experience began at the AMR Technology Campus and on the following day, JCB hosted the group at its impressive Word Headquarters in Staffordshire.

By stepping into the shoes of their counterparts, the apprentices were able to gain fresh perspectives and broaden their skillsets by being exposed to the daily tasks and requirements of an alternative industry within the same area of expertise.

ENGAGING THE FUTURE OF MOTORSPORT

Over the last three years, we have held Make A Mark Day leading up to the British Grand Prix to inform young people from the age of 14 to 27 years old about the opportunities that are available within our business and the wider technology and STEM sector.

In 2024, we widened the Make A Mark Day programme to two full days of activity; one for undergraduate university students and a further day for secondary school students. Students participated in a range of STEM workshops, careers insight sessions, and panel discussions. Topics covered included mechanical engineering, aerodynamics, data analysis, recruitment and networking skills.

Workshops were led by Aston Martin Aramco engineers, giving students practical knowledge about optimising car setups, working with carbon fibre components, and troubleshooting challenges on the F1® grid.

Students also enjoyed guided tours of the AMR Technology Campus, experiencing first-hand the cutting-edge technology and innovation behind our F1® operations.

“THE REACTIVENESS AND THE SPEED WITH WHICH JCB ENGINEERS HAVE TO DEAL WITH DIFFERENT PROBLEMS IS VERY SIMILAR TO WHAT WE HAVE TO DEAL WITH IN F1®.”

- Will Beeston, Aston Martin Aramco Formula One™ Team Design Engineer



“EVERY YEAR WE LOOK FORWARD TO THIS AMAZING OPPORTUNITY FOR OUR STUDENTS. MAKE A MARK DAY IS A VERY IMPORTANT EVENT IN THE SCHOOL CALENDAR, THE STUDENTS GET TO LEARN SO MUCH IN ONE DAY ABOUT THE OPPORTUNITIES THAT ARE AVAILABLE, NOT JUST WITHIN MOTORSPORT BUT ALSO WIDER BUSINESS, INCLUDING BANKING WITH CITI AND TECHNOLOGY WITH COGNIZANT. A REAL MONEY-CAN’T-BUY OPPORTUNITY.”

- Laura Cain, Radcliffe School

“ONE OF THE KEY THINGS I’VE TAKEN AWAY IS A BETTER UNDERSTANDING OF THE DIFFERENT PATHWAYS YOU CAN FOLLOW TO A CAREER IN F1®: FROM BEING A SCHOOL STUDENT, TO UNIVERSITY, TO GETTING A CAREER IN MOTORSPORT, AND WHAT YOU NEED TO STUDY TO ACHIEVE IT.”

- Mechanical Engineering Student at
Heriot-Watt University



MAKE A MARK DAY

Participation in the Make A Mark Day 2024 brought together a wide array of schools near and far, uniting students from across the nation in a shared journey of discovery, inspiration and opportunity.

We were delighted to welcome high school students from Radcliffe School, EWS Local School, Silverstone UTC, and AFBE-UK partner schools from Birmingham, Essex, and Manchester.

They were joined by university students from across the UK, representing Westminster, Imperial College London, Coventry, Loughborough, Oxford, Oxford Brookes, Sheffield, Southampton, Aston, and Heriot-Watt, all contributing to a vibrant and inspiring day.

CELEBRATING MENTORSHIP AND ACHIEVEMENT

Make A Mark Day also marked a significant milestone for The Aleto Foundation's first cohort of mentees, who attended their graduation ceremony. The mentees, who had spent the past nine months developing leadership and professional skills through our mentorship programme, were celebrated for their achievements.

“ THIS PROGRAMME HAS BEEN TRANSFORMATIVE, EQUIPPING YOUNG PEOPLE FROM DIVERSE BACKGROUNDS WITH THE CONFIDENCE AND SKILLS NEEDED TO THRIVE. IT’S INCREDIBLE TO SEE THEIR JOURNEY CULMINATE HERE TODAY.”

- Sir Kenneth Olisa OBE, Chairman of The Aleto Foundation



INSPIRING THE NEXT GENERATION OF STEM LEADERS

Our outreach spans the globe, offering students unique opportunities to connect with industry leaders, experience engineering excellence firsthand, and gain practical insights into the fast-paced world of F1®. This commitment also extends to making a mark trackside by delivering live demonstrations, interactive experiences, and community engagement activities at Grand Prix locations around the world.

SHANGHAI FOREIGN LANGUAGE SCHOOL — CHINESE GRAND PRIX

In Shanghai, our responsible business strategy came to life through our partnership with Shanghai Foreign Language School, affiliated to SISU Hangzhou and Aramco. With a focus on bringing STEM education and sustainability to state school students in China, the event featured interactive technical exhibitions, demonstrations, and a karting experience tutorial led by Head of Aston Martin Aramco Formula One™ Team's F1® ACADEMY programme and Driver Ambassador Jessica Hawkins and Team Ambassador Pedro de la Rosa.

Students also toured the Aston Martin Aramco Formula One™ Team garage, witnessing the engineering mastery and precision required to build and maintain a F1® car.

RICE UNIVERSITY — UNITED STATES GRAND PRIX

In Houston, we partnered with Valvoline and Rice University, where we hosted our second university outreach programme of the year. We were joined by Motorsport Culture Collective and David Villa-Clarke, BEM, to inspire students from Rice University, Texas Southern University, and the wider Houston community for an evening of live panel discussions highlighting career development, engineering innovation, and the commercial aspects of motorsport.

“IT WAS A REAL PRIVILEGE TO CHAIR SUCH A DYNAMIC AND INSPIRING EVENING AT RICE UNIVERSITY. THE COLLABORATION BETWEEN ASTON MARTIN ARAMCO FORMULA ONE™ TEAM AND F1® CONTINUES TO BE A POWERFUL CATALYST — OPENING DOORS AND MINDS TO THE VAST OPPORTUNITIES WITHIN STEM AND BUSINESS. FOR MANY STUDENTS, TODAY MAY WELL HAVE BEEN THE MOMENT THAT SHIFTED THEIR PERSPECTIVE ON WHAT'S POSSIBLE. THAT'S THE IMPACT WE STRIVE FOR.”

- David Villa-Clarke, BEM, CEO of The Aleto Foundation



INSPIRING THE NEXT GENERATION OF STEM LEADERS

MCGILL UNIVERSITY — CANADIAN GRAND PRIX

During the Canadian Grand Prix weekend, we teamed up with Cognizant and Citi to deliver an inspiring event at McGill University in Montréal.

Hosted at the Bensadoun School of Retail Management, the programme featured engaging panel discussions and networking opportunities designed to highlight the intersection of business and engineering in F1®.

The event featured expert insights from:

- Dr. Pooh Ling E, HR and Talent Development Specialist, Aston Martin Aramco Formula One™ Team
- Phillip Charbonneau, Recruiter, Cognizant
- Azita Taravati, Managing Director, Corporate Banking, Citi
- Ben Fitzgerald, Chief Operating Officer, Aston Martin Aramco Formula One™ Team

- Professor Damiano Pasini, Faculty of Engineering, McGill University

“ATTENDING THE ASTON MARTIN ARAMCO FORMULA ONE™ TEAM EVENT AT MCGILL WAS TRULY INSPIRING. HEARING DIRECTLY FROM INDUSTRY LEADERS ABOUT HOW TECHNOLOGY AND INNOVATION DRIVE PERFORMANCE IN F1® GAVE ME A WHOLE NEW PERSPECTIVE ON WHAT’S POSSIBLE IN MY OWN CAREER. THE PANEL DISCUSSIONS WERE EYE-OPENING, AND IT WAS INCREDIBLE TO SEE HOW ENGINEERING AND BUSINESS COME TOGETHER AT THE HIGHEST LEVEL OF MOTORSPORT.”

- Mechanical Engineering Student,
McGill University



GENERATION 3



Our partnership with Aramco has focused on innovation and sustainability. With the launch of Generation 3 in 2024, we're advancing this mission, combining STEM education, cutting-edge technology, and real-world impact to drive lasting change.

Generation 3 is built on three core pillars:

INSPIRE

INNOVATE

IMPACT

The event included interactive activities and a panel discussion at the Ion on the culture of innovation fostered by the partnership with Aramco, an Ion founding partner. Bringing together the Houston innovation community, we celebrated the launch of our Generation 3 campaign, which aims to leverage cutting-edge technologies for real-world impact and inspire the next generation. Our teams showcased how to drive progress in global mobility through technical advancements on the track, and preparing the next generation of STEM leaders to tackle these challenges for years to come.

Jak Crawford, Aston Martin Aramco Formula One Team™ Young Driver and a Houston native, reflected on the significance of the event:

“BEING ABLE TO PERFORM A SHOW RUN IN MY HOMETOWN AND SHARE MY PASSION FOR RACING WITH THE COMMUNITY WAS TRULY UNFORGETTABLE. IT'S INCREDIBLE TO SEE HOW EVENTS LIKE THIS INSPIRE YOUNG MINDS TO DREAM BIG AND PURSUE CAREERS IN ENGINEERING AND MOTORSPORT.”



GENERATION 3

FUTURE ENGINEERS MAKE THEIR MARK

PIONEERING SUSTAINABILITY PROJECTS

Four talented Mechanical Engineering students from Saudi Arabia, currently studying at Manchester University under sponsorship from Aramco, took time out of their summer break to join the Aston Martin Aramco Formula One™ Team. They completed three impactful sustainability projects that have driven forward our environmental goals.

We extend our sincere gratitude to Muhannad, Elaf, Mohammed, and Abdulrahman for their dedication and commitment throughout their summer placements. Their innovative thinking and fresh perspectives have made a valuable contribution to our sustainability initiatives, and we commend their professionalism and hard work. As they return to Saudi Arabia to continue their careers with Aramco, we wish them every success in their future endeavours.

“AS A CURIOUS MECHANICAL ENGINEERING STUDENT, I HAVE BEEN HEAVILY INVESTED IN LEARNING AS MUCH AS I CAN ABOUT THE JOURNEY OF A PRODUCT FROM DESIGN TO MANUFACTURE, FUNCTION AND UNTIL END OF LIFE.

I HAVE WATCHED COUNTLESS DOCUMENTARIES AND FACTORY TOURS, ALWAYS DREAMING OF SITTING DOWN WITH AN ENGINEER TO SEE THE THOUGHT PROCESS BEHIND SOLVING COMPLEX PROBLEMS.

THIS OPPORTUNITY HAS GENUINELY BEEN A DREAM COME TRUE - SEEING WHAT GOES ON BEHIND THE SCENES HAS GIVEN ME A WHOLE NEW APPRECIATION FOR THE SPORT.”

- Mohammed Al-Mutawa



F1® IN SCHOOLS

INSPIRING THE NEXT GENERATION AT THE SPANISH GRAND PRIX

Together with our title partner Aramco, we hosted an unforgettable day of STEM-inspired workshops and karting for more than 30 Spanish students ahead of the Spanish Grand Prix. Held in Fernando Alonso's hometown of Oviedo at the Museo y Circuito Fernando Alonso, the event marked the third in a series of global STEM initiatives following similar activations in Riyadh and Shanghai.

CELEBRATING FUTURE INNOVATORS WITH FERNANDO ALONSO

As part of our commitment to inspiring the next generation, we proudly supported the F1® in Schools World Finals, where young innovators from around the globe showcased their engineering prowess and passion for motorsport. Held in Saudi Arabia, ahead of the Qatar Grand Prix, the competition brought together students who designed, built, and raced miniature F1® cars, demonstrating their skills in STEM disciplines.

Adding a touch of inspiration and recognition to the event, Fernando presented the World Champions trophy, congratulating the students on their hard work, creativity, and dedication to pushing the boundaries of what's possible.

“IT’S INCREDIBLE TO SEE HOW PASSIONATE AND TALENTED THESE YOUNG ENGINEERS ARE. F1® IN SCHOOLS IS A FANTASTIC INITIATIVE THAT NOT ONLY BRINGS STUDENTS CLOSER TO MOTORSPORT BUT ALSO CHALLENGES THEM TO THINK INNOVATIVELY AND WORK AS A TEAM. THE SKILLS THEY’RE BUILDING HERE ARE INVALUABLE AND I’M PROUD TO SUPPORT THIS PROGRAMME THAT INSPIRES FUTURE GENERATIONS.”

- Fernando Alonso



LOCAL SCHOOL PARTNERSHIPS

We are committed to inspiring the next generation through our local school alliances. We work closely with Silverstone UTC, The Radcliffe School, and Elizabeth Woodville School to provide students with unique opportunities to learn about careers in F1®.

In 2024, we delivered more than 25 impactful events including panel discussions at schools covering engineering, commercial, and operational topics. We hosted science and IT assemblies, as well as CV and personal statement workshops to support students' professional development.

We also attended speed networking and careers fairs, giving students the chance to ask questions and gain insight into the world of F1®. Additionally, we welcomed students to the AMR Technology Campus for tours and F1®-related activities, offering firsthand experience of life within a high-performance team, including Make A Mark Day, International Women's Day, International Day of Women in Engineering, and Movember talks on men's health.

Through these alliances, we aim to ignite curiosity, broaden perspectives, and equip students with the knowledge and skills to thrive in their future careers.





COMMUNITY OUTREACH

As part of our commitment to fostering community relationships and inspiring the next generation, we launched an initiative aimed at uniting young fans and strengthening local ties. In collaboration with Silverstone Primary School, we invited students from Reception to Year 6 to design posters showcasing their support for our team. These creative expressions of enthusiasm were brought together to form a striking 14-metre banner, proudly displayed at the school during the 2024 British Grand Prix.

During Grand Prix week, we brought the excitement of racing directly to the community by showcasing a full-scale F1® car in the school playground. This unique opportunity allowed students, families, and village residents to connect with the sport and experience it up close. To further inspire young minds, Jessica Hawkins attended the event, engaging with students and answering questions about the sport, encouraging their dreams and aspirations.



“HAVING GROWN UP IN THE COMMUNITY AND BEEN A STUDENT AT THE LOCAL PRIMARY SCHOOL, IT’S INCREDIBLY MEANINGFUL TO GIVE BACK. SEEING HOW THE VILLAGE HAS EVOLVED OVER THE YEARS, I’M PROUD THAT OUR TEAM — THROUGH OUR KNOWLEDGE, RESOURCES, AND THE POWER OF THE ASTON MARTIN ARAMCO FORMULA ONE™ TEAM BRAND — CAN PLAY A ROLE IN SHAPING THE NEXT GENERATION. IT’S MORE THAN JUST OUTREACH; IT’S PERSONAL AND IT GIVES ME A REAL SENSE OF PRIDE.”

- Kim Willingham, Inclusion and Community Outreach Lead



JOINING FORCES TO MAKE A DIFFERENCE

As part of our commitment to making a real-world impact, we joined forces with Citi, Aston Martin Lagonda, and JCB to support the Milton Keynes Food Bank twice in 2024.

In June, our colleagues teamed up with Citi during National Volunteering Week and Citi's Global Community Day to collect and pack essential food parcels for local families in need. Applying pitstop-like efficiency, our volunteers worked tirelessly to support the Milton Keynes Food Bank, providing vital assistance to those facing food insecurity.

In December, we partnered with Aston Martin Lagonda, JCB, and Citi once again to repeat the effort, ensuring families had access to food and essentials during the winter months.

This local initiative aligns with our wider global mission to support the World Food Programme (WFP), driven in partnership with Citi. Through Citi's collaboration with the WFP, we proudly showcased the WFP logo on the AMR24 at the Miami, Emilia-Romagna, and Monaco Grands Prix. This partnership aimed to raise global awareness and donations to combat hunger, with Citi contributing \$200,000 to begin the campaign.

“WE ARE PROUD TO SUPPORT CITI'S PARTNERSHIP WITH THE WORLD FOOD PROGRAMME. BY LEVERAGING OUR PLATFORM, WE AIM TO DRIVE AWARENESS AND ACTION TO HELP COMMUNITIES IN NEED.”

- Rob Bloom, Chief Marketing Officer,
Aston Martin Aramco Formula One™ Team



JOINING FORCES TO MAKE A DIFFERENCE

SPINAL TRACK

Spinal Track hosted a female-only track day at Silverstone Circuit for women with spinal injuries. Female colleagues from Aston Martin Aramco Formula One™ Team volunteered at the event, helping with refreshments, assisting with mobility around the garage, and connecting with the participants. The day provided a unique opportunity for the women involved to experience motorsport in a supportive environment, while also allowing our colleagues to offer their support and share in the experience.

TOY DRIVE

In 2024, we hosted a successful toy drive at the AMR Technology Campus, collecting donations for Earth's Lonely Angels. The toys were distributed throughout Northamptonshire to families who might not otherwise have received gifts during the festive period. A grotto was set up in Northampton with the help of team members and donated decorations, creating a festive space where families could meet Santa and receive a gift. It was heartwarming to see the joy this brought to the families and the excitement on the children's faces as they saw the toys.



FUNDRAISING ROUNDUP

A YEAR OF IMPACT

Through these initiatives and many more, we are proud to have raised significant funds while fostering stronger connections within our team and our community. The collective efforts of our people and supporters made it possible to achieve an extraordinary year of fundraising, driving positive change and inspiring continued efforts in the years to come.

We are proud to have supported a wide range of charities and community organisations throughout the year, reflecting our commitment to social impact and community engagement. This includes contributions to events, donations, and fundraising activities for causes spanning health, well-being, youth development, and social inclusion. In 2024, we were pleased to support the following initiatives and organisations: Movember, Brighter Futures (Charity Football), Spinal Track, Earth's Lonely Angels, Mermaid Donation, Love Jasmine, Mind, the Halow Project, Man Cave, Sparkle Foundation, Silverstone Recreation Association, Evelina London Children's Hospital, Macmillan Coffee Morning, Breast Friends, Charity Golf Day, Rudolph Walker Foundation, MK Quest, Silverstone Golf Day, Red Cross, Adrian Castillo, The Aleto Foundation, Blue Cross, Starter Motor, and the Royal British Legion.





MOVEMBER

To begin Movember, a dedicated group of team members embarked on a Paddle Challenge, covering 104 km in four two-man kayaks from Milton Keynes to London. This ambitious endeavour aimed to raise awareness and funds for Movember's critical campaigns supporting men's physical health including testicular cancer and mental health. The challenge tested physical endurance and showcased our collective spirit and determination to drive change.

Throughout November, our commitment to men's health continued with a series of internal events. From a pop-up barbershop to a foosball competition, staff sale, and a prize draw, the team came together to fundraise and raise awareness. Our efforts culminated in raising close to £25,000 for Movember, making a lasting impact on men's health initiatives.

CHARITY FOOTBALL MATCH - ASTON MARTIN ARAMCO FORMULA ONE™ TEAM VS MERCEDES AMG PETRONAS

In alliance with Brackley Town Football Club, our men's and women's football teams competed against Mercedes AMG Petronas in a charity match. The highlight of the day was our women's team taking home the victory after a thrilling penalty shootout. The match was held in support of Brighter Futures, a charity deeply significant to one of our colleagues following life-saving cancer treatment through the NHS. Money was raised through ticket purchases, player fees, and a raffle, contributing nearly £3,000 to the cause.

This event was inspired by the personal journey of one of our team members, Ashley Dredge, whose wife, Rose, was diagnosed with advanced stage four bowel cancer that had spread to her liver and lungs. Despite the prognosis, Rose's resilience and the exceptional care from her oncologist and medical team led to remarkable progress through a combination of immunotherapy and chemotherapy. Her successful treatment has been a testament to the dedication of healthcare professionals and it highlighted the importance of supporting cancer research and treatment. We are proud to contribute to such meaningful causes, knowing that by supporting charities like Brighter Futures, we can help make a real difference in the lives of those affected by cancer.



SILVERSTONE RECREATIONAL ASSOCIATION “IF YOUR VILLAGE IS WORTH LIVING IN, IT IS WORTH CONTRIBUTING TO”

In a sport known for its exclusivity, we took pride in breaking down barriers by welcoming the local community into our home to raise funds for Silverstone, our local village.

Throughout 2023 and 2024, our key fundraising campaign was to support the Silverstone Recreational Association (SRA) raising funds to upgrade the clubhouse’s sports facilities and changing rooms.

Across the team, we raised more than £70,000, which contributed to the refurbishment of the clubhouse changing rooms, enabling the SRA to extend the range of sports available to everyone.

“THE SUPPORT FROM ASTON MARTIN ARAMCO HAS BEEN EXCEPTIONAL. TEAM MEMBERS COMPLETELY IMMERSSED THEMSELVES INTO THE PROJECT AND HELPED REBUILD THE SRA INTO A VIBRANT, INCLUSIVE HUB FOR OUR COMMUNITY.”

- Martyn Nash, Chair of the Silverstone Recreational Society

MAKE A MARK AT CHILDREN’S HOSPITALS ACROSS THE UK

We took our 2024 F1 car, the AMR24, on the road to visit children’s hospitals across England and Scotland. Members of our driver squad, Jessica Hawkins and Jak Crawford, met with patients and their families in Glasgow, Leeds, Birmingham, London, and Bristol. This four-day tour allowed us to surprise children and give them the opportunity to see our F1® car up close and take part in a colouring competition to design a special helmet for Jessica Hawkins.

The winning helmet from Bristol Hospital was then auctioned to raise much-needed funds for Bristol Hospital’s Grand Appeal charity for sick children and babies, ensuring they have access to the very best care, 365 days a year.



05

GLOSSARY

GLOSSARY

BIODIVERSITY NET GAIN (BNG)

Is a conservation approach in land development that aims to leave the natural environment in a better state than it was before the development occurred and measurably increasing biodiversity.

CARBON REMOVAL INVESTMENT FUND

A type of investment fund that focuses on investing in a variety of assets, projects and technologies that remove carbon from the atmosphere and/or provide green and low-carbon investments beyond renewables.

ISO

ISO is an independent body, the International Organisation for Standardisation, that produces expert standards for ensuring the quality, safety and efficiency of a business. ISO certifications are external approvals that an organisation adheres to an ISO standard.

MARKET-BASED EMISSIONS

Greenhouse gas emissions calculated based on the specific electricity an organisation purchases, considering supplier contracts, and renewable energy certificates, rather than the average grid mix.

LOCATION-BASED EMISSIONS

Greenhouse gas emissions calculated using the average energy mix of the local grid, regardless of a company's specific electricity supplier or contracts.

RENEWABLE ENERGY GUARANTEES OF ORIGIN (REGO)

Renewable Energy Guarantees of Origin are certificates purchased from electricity that provide assurance that the electricity purchased was generated from renewable sources.

SBTI

Science Based Targets Initiative is a corporate climate action organisation founded through a partnership between CDP, the United Nations Global Compact, World Resource Institute and the World Wide Fund for Nature and We Mean Business Coalition. This global partnership helps companies set greenhouse gas (GHG) emissions reduction targets that align with the latest climate science. Its main goal is to ensure that corporate climate action is consistent with the levels needed to limit global warming to well below 2°C, and ideally to 1.5°C, as outlined in the Paris Agreement.

06

APPENDIX

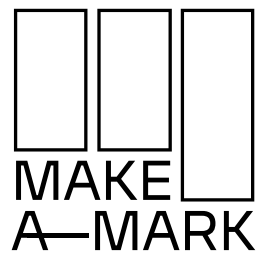


DATA TABLES

DISCLOSURE	UNITS	2023	2024
Total energy consumption	GJ	34,976.42	48,952.17
Total fuel consumed from non-renewable sources	GJ	Diesel: 1,394.93	Diesel: 1,639.32
		Petrol: 913.71	Petrol: 1,075.89
		Propane: 186.90	
Electricity consumption – grid supply (non-renewable sources)	GJ	30,342.72	43,430.11
Electricity consumption – on-site solar (renewable sources)	GJ	2,138.70	2,806.85

ASTON MARTIN ARAMCO FORMULA ONE™
TEAM TOTAL WASTE GENERATION:

	HAZARDOUS WASTE GENERATED (TONNES)		NON-HAZARDOUS WASTE GENERATED (TONNES)	
	2023	2024	2023	2024
Recycling	50.54	63.72	186.89	359.87
Reuse	0	0	1.33	4.73
Waste to energy	10.71	12.25	114.71	176.13
Incineration	20.74	13.05	0.92	0
Total	81.99	89.02	303.85	540.73



DATA TABLES

DISCLOSURE	UNITS OF MEASURE	2023 (BASELINE)	2024
Gross direct (Scope 1) GHG emissions	Tonnes of CO ₂ equivalent (TCO ₂ e)	166.58	175.50
Gross location-based energy indirect (Scope 2) GHG emissions		1,745.33	2,497.84
Gross market-based energy indirect (Scope 2) GHG emissions		1,726.13	444.78
Gross other location-based indirect (Scope 3) GHG emissions		92,360.14	88,057.57
Gross other market-based indirect (Scope 3) GHG emissions		92,360.14	87,563.08
Total location-based GHG emissions	Tonnes of CO ₂ equivalent (TCO ₂ e)	94,272.05	90,730.91
Total market-based GHG emissions		94,252.85	88,183.35

EMPLOYEE DATA 2024

	ENABLING FUNCTIONS	OPERATIONS	RACE TEAM	TECHNICAL
Male	57%	94%	87%	94%
Female	43%	6%	13%	6%

	18-24	23-34	35-44	45-54	55-64	65+	N/A
Percentage of total employees	9%	34%	21%	15%	8%	1%	12%

MATERIALITY ASSESSMENT

This ESG report covers a two-year reporting period from 1 January 2023 to 31 December 2024. Progress will continue to be reported every two years. Impacts and materiality were assessed using the PESTEL SWOT methodology by an independent consultant with additional input from, but not limited to, Aston Martin Aramco Formula One™ Team employees, senior leadership, the ESG team and relevant external stakeholders. Going forward, materiality will be assessed per reporting period. The content of this ESG report outlines the impacts, commitments, goals and actions Aston Martin Aramco Formula One™ Team have taken over the reporting period.

ESG PILLARS	UN SDGS	MATERIAL TOPICS	IMPERIAL ASSESSMENT
Sustainability		Biodiversity	Habitats conservation and restoration
		Energy	Energy consumption, efficiency and investment in renewables
		Emmissions	Climate adaptation and resilience
		Waste	Circularity and waste disposal
		Supplier environmental assessment	Supply chain environmental impacts and greenhouse gas emissions
		Procurement practices	Sustainable packaging and supply chain vulnerabilities
		Materials	Ethical and sustainable sourcing of materials
We Belong		Employment	Employee physical and mental well-being
		Occupational health and safety	
		Training and education	Technical and development programs
		Diversity and equal opportunity	Visibility and DE&I initiatives
		Non-discrimination	Responsible business and employee support
Community		Economic performance	Revenue, cost, and climate risk exposure
		Market presence	Supporting local industry
		Indirect economic impacts	Infrastructure development and local impact
		Tax	Community contribution and transparency
		Local communities	STEM education and local engagement
		Child labour	Supply chain responsibility and mitigating risk
		Forced or compulsory labour	
		Supplier social assessment	



LIMITED ASSURANCE STATEMENT

THG Eco and MyCarbon were engaged by Aston Martin Aramco Formula One™ Team to provide independent third-party verification of its Scope 1, 2, and 3 greenhouse gas (GHG) emissions, as disclosed in the Corporate GHG inventory of Aston Martin Aramco Formula One™ Team, for the period 1 January 2024 – 31 of December 2024. This verification engagement was performed to a limited level of assurance, in accordance with the ISO 14064-3:2019 standard.

The following elements are published in the Corporate GHG inventory within the scope of the limited assurance verification engagement:

BOUNDARIES:

Aston Martin Aramco Formula One™ Team's operations, including all sites (Main site – Silverstone, Brackley, Silverstone Jordan Technology Park, Linnels) as well as Formula One™ racing operations for the 2024 calendar year.

GHG SOURCES, SINKS, AND RESERVOIRS:

All greenhouse gas emissions across Scopes 1, 2, and 3.

TYPES OF GHGS:

All seven Kyoto Protocol GHGs, where applicable, quantified in terms of tonnes carbon dioxide (CO₂) equivalence, or TCO₂e mix.

TIME PERIOD:

Calendar year 2024

The scope of this verification focuses only on the Corporate GHG inventory. We have not performed any verification procedures on a report.

THG / ECO	
INDEPENDENT ASSURANCE REPORT	
Verified emissions by Scope under the market-based approach	
Scope	Emissions (tCO ₂ e)
Scope 1	175.50
Scope 2	444.78
Scope 3	87,563.08
Total	88,183.35



GRI CONTENT INDEX

STATEMENT OF USE: Aston Martin Aramco Formula One™ Team has reported the information cited in this GRI content index for the period 1 January 2024 - 31 December 2024 with reference to the GRI Standards.

GRI 1 USED

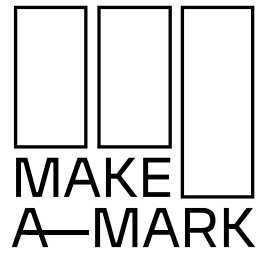
GRI 1: FOUNDATION 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2 General Disclosures 2021	2-1 Organisation details	Financial Statement 2023
	2-2 Entities included in the organisation’s sustainability reporting	Page 8
	2-3 Reporting period, frequency and contact point	Appendix materiality assessment
	2-4 Restatements of information	This is Aston Martin Aramco Formula One™ Team's first sustainability report; therefore, not relevant.
	2-5 External assurance	Appendix
	2-6 Activities, value chain and other business relationships	Information not available
	2-7 Employees	Information not available
GRI 3 Material Topics 2021	3-1 Process to determine material topics	Appendix materiality assessment
	3-2 List of material topics	Pages 19, 42, 67 and Appendix materiality assessment
	3-3 Management of material topics	Appendix materiality assessment
GRI 101 Biodiversity 2024		Identified as material but information is currently unavailable
GRI 201 Economic Performance 2016		Identified as material but information is currently unavailable
GRI 202 Market Presence 2016		Identified as material but information is currently unavailable
GRI 203 Indirect Economic Impacts 2016		Identified as material but information is currently unavailable
GRI 204: Procurement Practices 2016		Identified as material but information is currently unavailable
GRI 205: Anti-corruption 2016		Identified as immaterial
GRI 206: Anti-competitive Behavior 2016		Identified as immaterial
GRI 2 General Disclosures 2021	207-1 Approach to tax	See our Tax Strategy
	207-2 Tax governance, control, and risk management	See our Tax Strategy
	207-3 Stakeholder engagement and management of concerns related to tax	See our Tax Strategy
	207-4 Country-by-country reporting	Not applicable
GRI 301: Materials 2016		Identified as material but information is currently unavailable



GRI CONTENT INDEX

GRI 302: Energy 2016	302-1 Energy consumption within the organisation	Appendix data tables
	302-2 Energy consumption outside of the organisation	Information not available
	302-3 Energy intensity	Information not available
	302-4 Reduction of energy consumption	See pages 26-29
	302-5 Reductions in energy requirements of products and services	Not applicable
GRI 303: Water and Effluents 2018		Identified as immaterial
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2 Significant impacts of activities, products and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	Pages 35-36
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
	305-1 Direct (Scope 1) GHG emissions	Appendix data tables
GRI 305: Emissions 2016	305-2 Energy indirect (Scope 2) GHG emissions	Appendix data tables
	305-3 Other indirect (Scope 3) GHG emissions	Appendix data tables
	305-4 GHG emissions intensity	Information not available
	305-5 Reduction of GHG emissions	Pages 20 - 25
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable
	306-1 Waste generation and significant waste-related impacts	Information not available
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	Pages 33 -34
	306-3 Waste generated	Appendix data tables
	306-4 Waste diverted from disposal	Appendix data tables
	306-5 Waste directed to disposal	Appendix data tables
GRI 308: Supplier Environmental Assessment 2016		Identified as material but information is currently unavailable
GRI 401: Employment 2016		Identified as material but information is currently unavailable



GRI CONTENT INDEX

GRI 402: Labour/Management Relations 2016		Identified as immaterial
GRI 403: Occupational Health and Safety 2018		Identified as material but information is currently unavailable. See our Health and Safety Policy Statement
GRI 404: Training and Education 2016		Identified as material but information is currently unavailable
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees 405-2 Ratio of basic salary and remuneration of women to men	Page 61 and Appendix data tables See our Gender Pay Report 2023/2024
GRI 406: Non-discrimination 2016		Identified as material but information is currently unavailable
GRI 407: Freedom of Association and Collective Bargaining 2016		Identified as immaterial
GRI 408: Child Labour 2016		Identified as immaterial
GRI 409: Forced or Compulsory Labour 2016		Identified as immaterial
GRI 410: Security Practices 2016		Identified as immaterial
GRI 411: Rights of Indigenous Peoples 2016		Identified as immaterial
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programmes 413-2 Operations with significant actual and potential negative impacts on local communities	Pages 68 - 82 Information not available
GRI 414: Supplier Social Assessment 2016		Identified as material but information is currently unavailable
GRI 415: Public Policy 2016		Identified as immaterial
GRI 416: Customer Health and Safety 2016		Identified as immaterial
GRI 417: Marketing and Labelling 2016		Identified as immaterial
GRI 418: Customer Privacy 2016		Identified as immaterial

FOOTNOTES

REF	PAGE NUMBER	FIGURE	METHODOLOGY
1	11, 36	122% increase in biodiversity net gain	Data extracted from RIDGE Ecological Implementation Plan
2	11	1.3 GWh of solar generation since installation	Data supplied by solar panel provider
3	19	UN Sustainable Development Goals	See UN SDG website THE 17 GOALS Sustainable Development
4	20	SBTi Commitment in 2024	See Aston Martin Aramco Formula One™ Team SBTi Commitments on the Target dashboard - Science Based Targets Initiative
5	21	GHG Footprint Scope	Calculated in accordance with the Greenhouse Gas Protocol Corporate Standard
6	22	2024 GHG Footprint	See appendix for Limited Assurance Statement from THG and MyCarbon
7	24	70% of key suppliers engaged	In accordance with the GHG Protocol Guidance, key suppliers were defined as those representing our top 80% spend in 2023 and 2024.
8	25	From 2022-2023 we reduced our freight emissions by 1,500 TCO ₂ e. This year we reduced our freight emissions between 2023 and 2024 by 290 TCO ₂ e, which is equivalent to driving around Silverstone Circuit 298,44 times.	Calculated by converting the air freight emissions to the equivalent number of kilometres in an average unknown fuel car using the 2024 DEFRA Greenhouse gas reporting: conversion factors and the distance of one lap of Silverstone Circuit.
9	25	The AMR Technology Campus has 3,434 solar panels covering 7,659m ² of roof space.	Data provided by Solar PV supply report
10	25	In 2024, our on-site solar generation reduced emissions by 214.58 TCO ₂ e – equivalent to the emissions generated by 74 round-trip flights from London to New York.	Calculated using the flight distance between New York John F. Kennedy International Airport and London Heathrow Airport and the 2024 DEFRA Greenhouse gas reporting: conversion factors for an average passenger on a long-haul flight.
11	25	11.27 tCO ₂ e reduction in Scope 1 emissions	Calculated base on the propane emissions in 2023
12	25	4 TCO ₂ e reduction from 2023 to 2024 by replacing conventional diesel forklifts with electric alternatives and electrifying a third of our pool van fleet.	Calculated using 2023 diesel emissions and 2024 diesel emissions for forklifts and pool vans.
13	26	81% renewable electricity through REGOs	REGO certificate provided by Pozitive Energy
14	26	779,682.30 kWh of renewable solar energy generated	Carbo Data supplied by solar panel provider
15	27	BREEAM Very Good	Data extracted from RIDGE BREEAM Project Evaluation Report
16	27	EPC Rating A+	See Energy performance certificate (EPC)
17	27	542 TCO ₂ e per m ² per year saved due to the integration of passive and low-carbon design measures.	Data extracted from RIDGE Stage 3 Energy Strategy Report
18	28	Passive design	Data extracted from RIDGE Stage 3 Energy Strategy Report
19	33	11.19% increase in recycling rate. 7.51% decrease in sending waste to energy. 4.16% decrease in sending waste for incineration. 0.49% increase reuse of waste. 0% Sent to landfill.	Data provided by our waste management supplier. See appendix data tables

FOOTNOTES

20	34	Since 2023 we have recycled 40 tonnes of cardboard	See appendix data tables. Data provided by our waste management supplier
21	34	Green Apple Environment Award	See The Green Apple Environment Awards
22	39	Sustainable fuel - 2026	See F1® article Formula 1 on course to deliver 100% sustainable fuels for 2026 and Aston Martin Aramco reaches milestone technical collaboration ahead of 2026 F1 regulations
23	45	<p>80% significantly agreed that their leadership skills improved because of the programme.</p> <p>93% of delegates said they would actively seek STEM career/ education opportunities because of the programme.</p> <p>80% of delegates agreed they are more interested in a career in motorsport because of the programme.</p> <p>93% of delegates would recommend the programme to a friend or colleague.</p>	Data extracted from the Aston Martin x The Aleto Foundation Impact Report 2023-2024
24	60-61	23 nationalities represented within Aston Martin Aramco Formula One™ Team. 16% of our employees have completed an apprenticeship. DE&I was ranked 7.4 out of 10 for importance in the success of the team. Most employees (7.1/10) recommend the team as an inclusive employer.	Data collected through our DE&I Survey 2023
25	60-61	87% of employees are proud to work at Aston Martin Aramco Formula One™ Team. 78% enjoy the campus and workplace. 77% of Employees know how their work contributes to car performance.	Data collected through our Employee Survey in 2022
26	61	Proportion of females by division graph	See Aston Martin Aramco Formula One™ Team Gender Pay Gap Report 2024

MAKE A—MARK