

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's fifth gender pay gap report in line with the government's requirements for organisations with over 250 employees, and is inclusive of the men's first team playing and coaching staff.

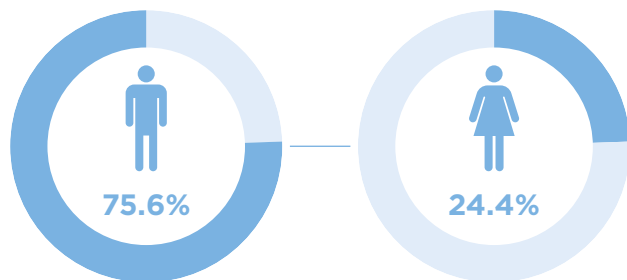
In addition to the statutory figures outlined within this report and the information which explains the reasons for the gap at Manchester City, the Club has also published additional reporting figures for all UK based employees across City Football Group to more accurately reflect the current position of the organisation.

A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap, is men and women being paid differently for jobs of equal value.

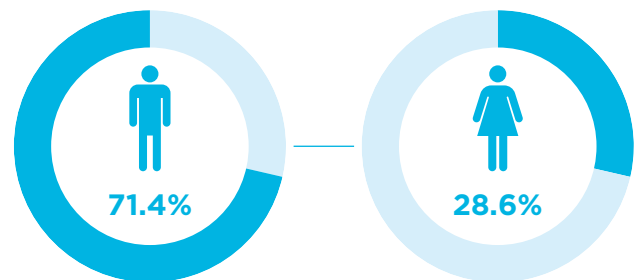
Manchester City has a long term and sustained commitment to providing opportunities and development in all aspects of its operation, and as such, the approach to reviewing the gender pay gap is no different.

PERCENTAGE OF EMPLOYEES AT APRIL 2021:

MANCHESTER CITY

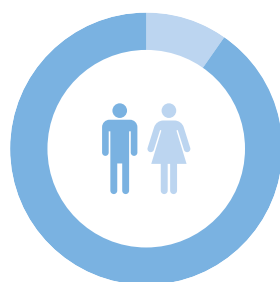


CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



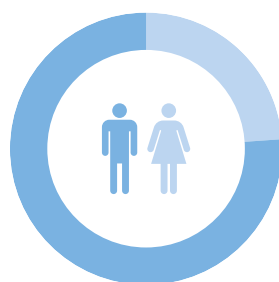
Data accurate as of April 2021

PAY QUANTILES:



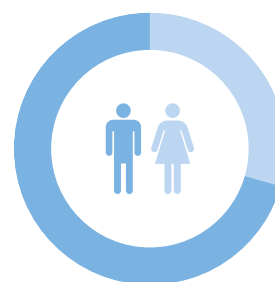
UPPER

MCFC: 90.3% : 9.7%
CFG: 80.4% : 19.6%



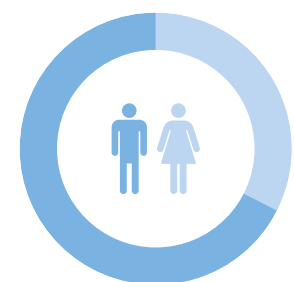
UPPER MIDDLE

MCFC: 76.2% : 23.8%
CFG: 71.9% : 28.1%



LOWER MIDDLE

MCFC: 70.8% : 29.2%
CFG: 70.0% : 30.0%



LOWER

MCFC: 67.7% : 32.2%
CFG: 65.5% : 34.5%

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Statutory reporting

Mean (average) hourly pay gap	91.0%
Median (middle) hourly pay gap	24.8%
Mean (average) bonus gap	99.2%
Median (middle) bonus gap	49.1%

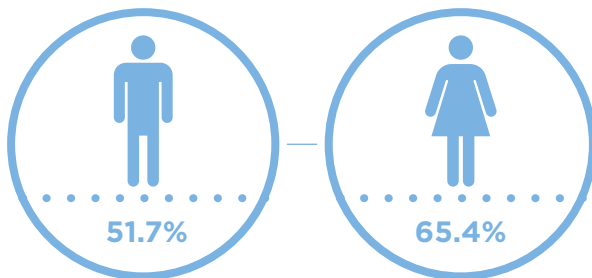
CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	85.4%
Median (middle) hourly pay gap	16.0%
Mean (average) bonus gap	98.4%
Median (middle) bonus gap	42.0%

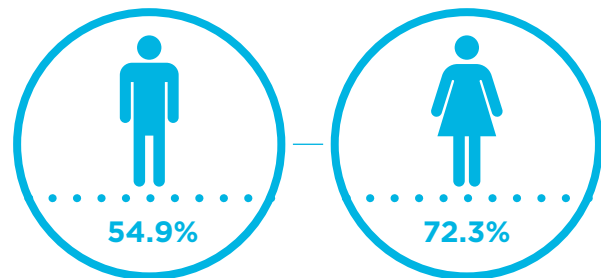
EMPLOYEES RECEIVING BONUS

Manchester City



EMPLOYEES RECEIVING BONUS

City Football Group



The mean (average) hourly pay gap is in favour of men, mainly due to the men's first team and first team coaching staff. Without professional players and senior coaching staff, the gap is 30.2% across all UK employees (above the current national average of 14.9%*). This is due to the number of men in senior roles compared to women.

The median (middle) hourly pay gap is also in favour of men. This is different to previous years where the median pay gap has been slightly in favour of women, and is the result of 'behind closed doors' football matches during the 2020/21 season due to the pandemic, and hence a significantly reduced population of casual match day workers, a large proportion of which are men. Without professional players and senior coaching staff the gap is 15.8% across all UK employees, which is in line with the current national average of 15.4%*.

There is a bonus gap mainly due to the men's players and the number of men in senior roles compared to women, who are eligible for higher bonuses. Without professional players and senior coaching staff the bonus gaps across all UK employees is 64.7% (based on average bonuses) and 32.8% (based on median bonuses).

A higher proportion of women received a bonus than men, which is mainly due to the fact that a higher proportion of the match day casual population are men, who are not eligible for a bonus.

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OUR COMMITMENT:

Manchester City continues to identify opportunities for all of its employees to develop and succeed and has specifically focused on increasing the number of learning and development opportunities available for women employees in recent years.

Last year, employees from across the Club took part in Emerge's RISE Empowered Women's Development Programme and alongside this, many employees have also participated in Women In Football's industry-leading training courses.

As part of its long-term strategy, the Club announced two leadership schemes designed to help young women at the start of their careers in football. The recently launched Young Women's Leadership Programme is a year-long programme which will provide eleven women from secondary schools across Greater Manchester with knowledge and experience to help them succeed in their chosen career path, whilst highlighting different career opportunities within the football industry, while the Euro 2022 Legacy Internship scheme provides undergraduates with first-hand experience working within the football club.

The Club will also continue to collaborate with City Football Group's employee-led Women's Network to identify new initiatives and programmes that can be introduced group wide in line with the organisation's commitment to improve its gender balance.

In addition to the above, all employees at Manchester City are now benefiting from a hybrid working model which increases flexibility and fosters a better balance between personal and professional responsibilities.

A handwritten signature in black ink, appearing to read 'Ferran Soriano', is written over two horizontal lines.

Ferran Soriano
Chief Executive Officer

**Annual Survey of Hours and Earnings, Office for National Statistics*