

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's 2022 gender pay gap report published 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.

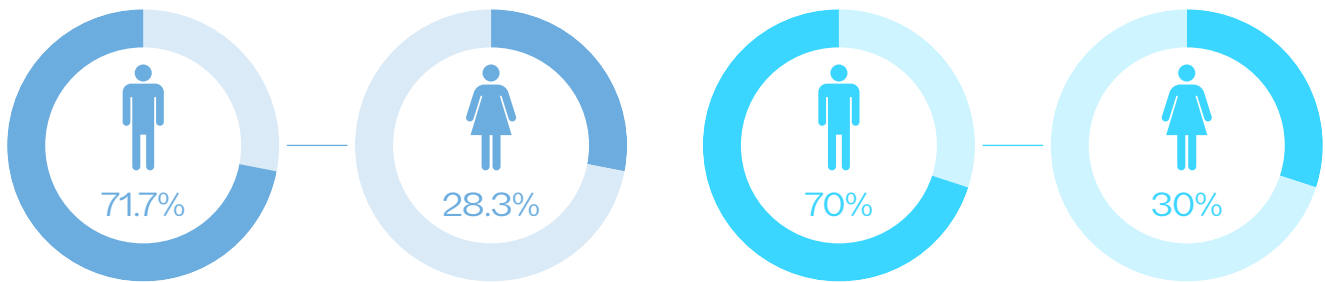
A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap is men and women being paid differently for jobs of equal value.

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PERCENTAGE OF EMPLOYEES AT APRIL 2022:

MANCHESTER CITY

CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



Data accurate as of April 2022

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PAY QUARTILES:



UPPER

MCFC: 83.1% : 16.9%
CFG: 75.5% : 24.5%

UPPER MIDDLE

MCFC: 62.3% : 37.7%
CFG: 62.9% : 37.1%

LOWER MIDDLE

MCFC: 73.9% : 26.1%
CFG: 74.1% : 25.9%

LOWER

MCFC: 69.3% : 30.7%
CFG: 69.7% : 30.3%

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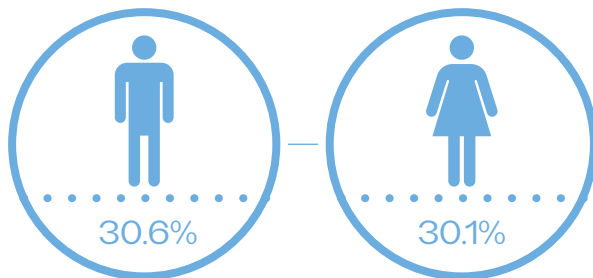
MANCHESTER CITY Statutory reporting

Mean (average) hourly pay gap	84.9%
Median (middle) hourly pay gap	1.6%
Mean (average) bonus gap	98.2%
Median (middle) bonus gap	50.1%

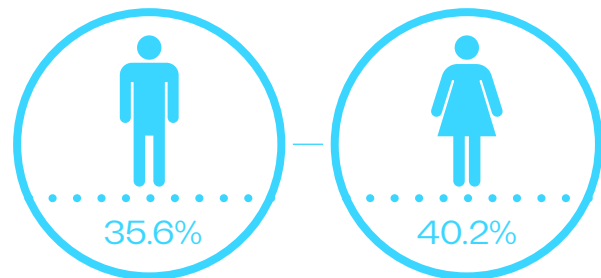
CITY FOOTBALL GROUP Including all UK employees

Mean (average) hourly pay gap	79.2%
Median (middle) hourly pay gap	-3.1%
Mean (average) bonus gap	92.8%
Median (middle) bonus gap	41.3%

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 24.7% across all UK employees. This is due to the number of men in senior roles compared to women.

The median (middle) hourly pay gap is also slightly in favour of men. Without professional players and senior coaching staff, the gap is in favour of females at 5.6% across all UK employees. This is due to the high number of men who are casual matchday workers.

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 gap across all UK employees is 51% (based on average bonuses) and 35.9% (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 is committed to identifying 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.

Employees benefit from access to a range of leadership and career development programmes, including Emerge's RISE Empowered Women's Development Programme and Women In Football's industry-leading courses.

The Club will continue to prioritise initiatives for women employees and encourage participation in training programmes to support career progression, as part of an ongoing and long-term objective to develop future leaders from within the organisation.

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

Ferran Soriano
Chief Executive Officer