

MANCHESTER CITY GENDER PAY GAP REPORT



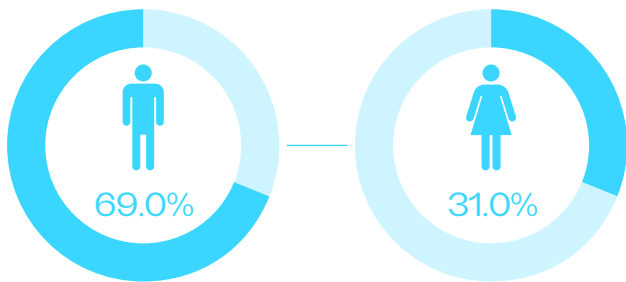
This is Manchester City Football Club's 2024 gender pay gap report published in line with the government's requirements for organisations with over 250 employees and is inclusive of the men's first team playing and coaching staff.

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.

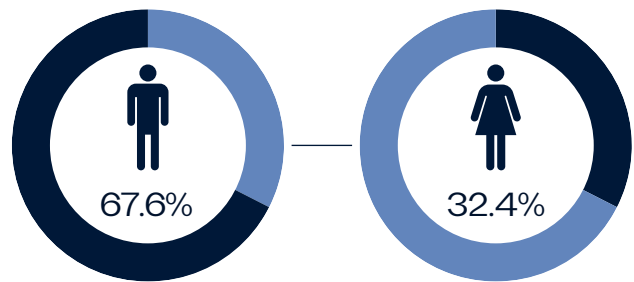
A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap is men and women being paid differently for jobs of equal value.

PERCENTAGE OF EMPLOYEES AT APRIL 2024:

MANCHESTER CITY

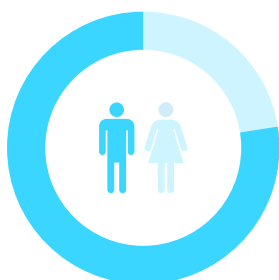


CITY FOOTBALL GROUP (ALL UK EMPLOYEES)

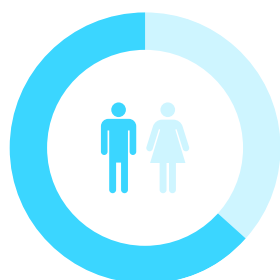


Data accurate as of April 2024

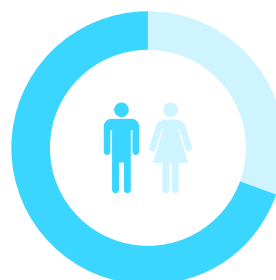
PAY QUARTILES:



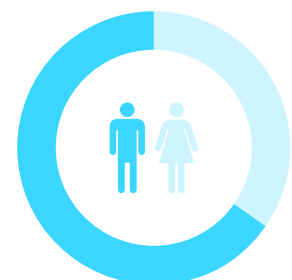
UPPER
MFCF: 77.6%: 22.4%
CFG: 73.0%: 27.0%



UPPER MIDDLE
MFCF: 63.6%: 36.4%
CFG: 66.0%: 34.0%



LOWER MIDDLE
MFCF: 69.6%: 30.4%
CFG: 66.6%: 33.4%



LOWER
MFCF: 65.4%: 34.6%
CFG: 65.1%: 34.9%

MANCHESTER CITY GENDER PAY GAP REPORT



MANCHESTER CITY

Statutory reporting

Mean (average) hourly pay gap	78.7%
Median (middle) hourly pay gap	2.2%
Mean (average) bonus gap	97.2%
Median (middle) bonus gap	36.1%

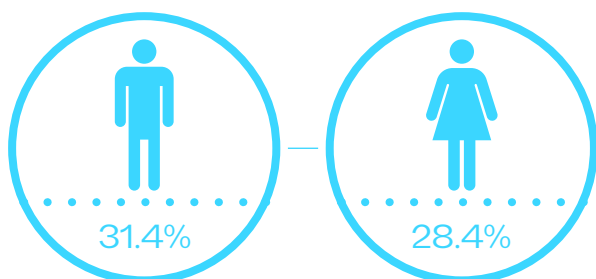
CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	72.4%
Median (middle) hourly pay gap	4.8%
Mean (average) bonus gap	95.5%
Median (middle) bonus gap	25.4%

EMPLOYEES RECEIVING A BONUS

Manchester City



EMPLOYEES RECEIVING A 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 11.9% 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 in favour of men. Without professional players and senior coaching staff, the gap is 2.1% across all UK employees. This is due to an increase in females 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 67.0% (based on average bonuses) and 14.2% (based on median bonuses).

MANCHESTER CITY GENDER PAY GAP REPORT



OUR COMMITMENT:

At Manchester City, we remain committed to ensuring we provide an inclusive culture where women thrive, feel they belong and can reach their full potential. We are continuing to evolve our policies, benefits and wellbeing support to meet the diverse needs of our people at all stages of life. Through our ongoing membership with Working Families, we benchmark against leading industry standards, ensuring we adopt best practice in workplace inclusion and family-friendly initiatives. Our employee-led networks amplify valuable staff voices and serve as peer support networks to elevate and advance the experiences of women across all areas of our growing organisation.

This season, we have expanded our support focused specifically on women's health and wellbeing. We have introduced dedicated policies addressing Menopause, Fertility, Adoption and Carers.

The career development and progression of women remains a core priority, aligned with our long-term objective to grow internal talent and increase women's representation in management and leadership roles. Our ongoing corporate partnerships with Women in Football and Women on Boards continue to offer women opportunities to develop their career goals, broaden their networks and gain industry exposure.

Furthermore, we have increased our range of learning and development opportunities for staff, empowering leaders and managers to better equip their teams to perform at their best and work towards clear career goals.

Handwritten signature of Ferran Soriano in black ink.

Ferran Soriano
Chief Executive Officer

Handwritten signature of Carolyn MacNab in black ink.

Carolyn MacNab
Chief People Officer