

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's 2025 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.

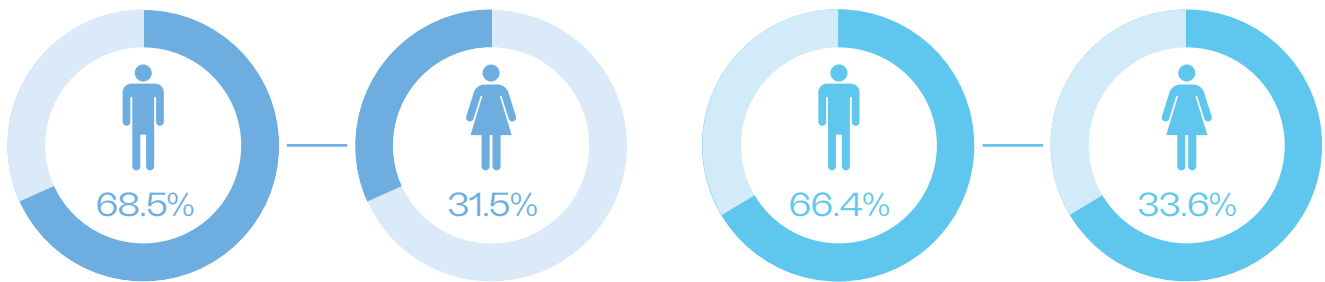
A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap is men and women being paid differently for jobs of equal value.

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PERCENTAGE OF EMPLOYEES AT APRIL 2025:

MANCHESTER CITY

CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



Data accurate as of April 2025

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PAY QUARTILES:



UPPER
MCFC: 76.5% : 23.5%
CFG: 72.4% : 27.6%

UPPER MIDDLE
MCFC: 62.0% : 38.0%
CFG: 66.9% : 33.1%

LOWER MIDDLE
MCFC: 70.7% : 29.3%
CFG: 62.0% : 38.0%

LOWER
MCFC: 65.2% : 34.8%
CFG: 64.8% : 35.2%

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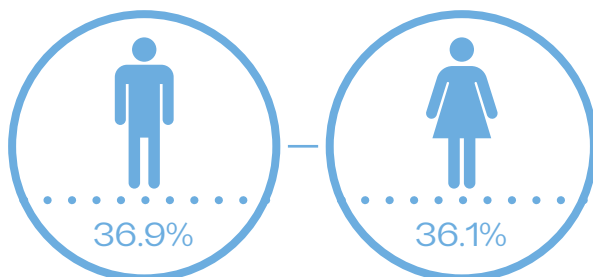
MANCHESTER CITY Statutory reporting

Mean (average) hourly pay gap	82.3%
Median (middle) hourly pay gap	2.1%
Mean (average) bonus gap	97.4%
Median (middle) bonus gap	50.7%

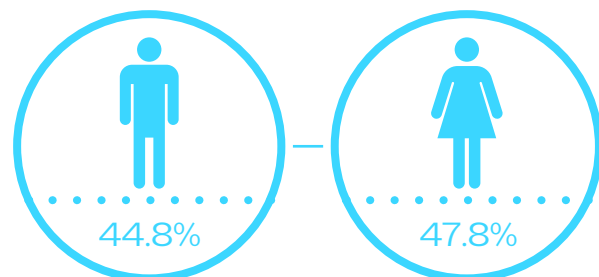
CITY FOOTBALL GROUP Including all UK employees

Mean (average) hourly pay gap	75.7%
Median (middle) hourly pay gap	6.2%
Mean (average) bonus gap	94.8%
Median (middle) bonus gap	34.3%

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 19.6% across all UK employees.

The median (middle) hourly pay gap is in favour of men. Without professional players and senior coaching staff, the gap is 5.1% across all UK employees.

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 59.7% (based on average bonuses) and 30.8% (based on median bonuses).

This is due to the proportion of men in senior roles compared to women.

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OUR COMMITMENT:

At Manchester City, we remain committed to providing an inclusive culture where women thrive and feel they belong. 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 staff voices and serve as peer support networks to elevate and advance the experiences of women across all areas of our organisation.

In the 2024-2025 season we published our diversity data collected on a voluntary basis from staff alongside all clubs in the Premier League as part of the Football Association N Rule commitment to understanding representation across the industry.

Women's career development and progression remain 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 membership with Women in Football continues to offer women leadership development opportunities, as well as broaden their networks and gain wider industry exposure. Furthermore, we have continued to roll out our Leading at City programme, empowering leaders and managers to better equip their teams to perform at their best and work towards clear individual development plans.

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

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