

MANCHESTER CITY GENDER PAY GAP REPORT



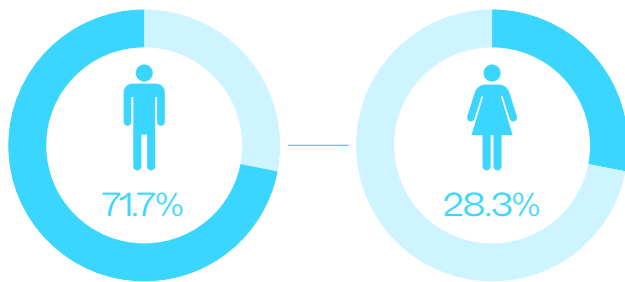
This is Manchester City Football Club's 2023 gender pay gap report published in line with the government's requirements for organisations with over 250 employees and is inclusive of the men's first team playing and coaching staff.

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.

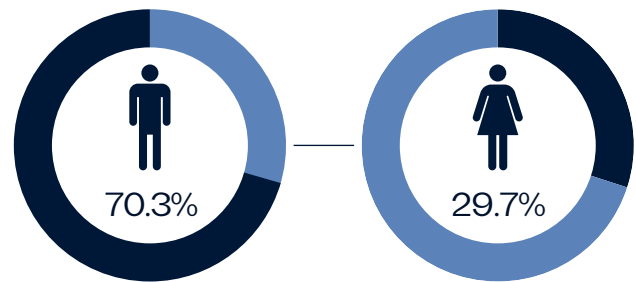
A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap is men and women being paid differently for jobs of equal value.

PERCENTAGE OF EMPLOYEES AT APRIL 2023:

MANCHESTER CITY

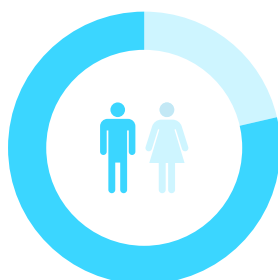


CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



Data accurate as of April 2023

PAY QUARTILES:



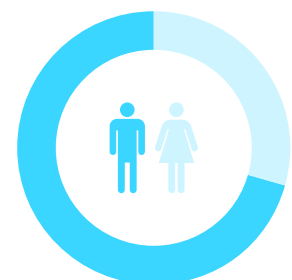
UPPER
MFCF: 78.8%: 21.2%
CFG: 72.5%: 27.5%



UPPER MIDDLE
MFCF: 61.9%: 38.1%
CFG: 67.4%: 32.6%



LOWER MIDDLE
MFCF: 75.3%: 24.7%
CFG: 71.2%: 28.8%



LOWER
MFCF: 70.7%: 29.3%
CFG: 69.9%: 30.1%

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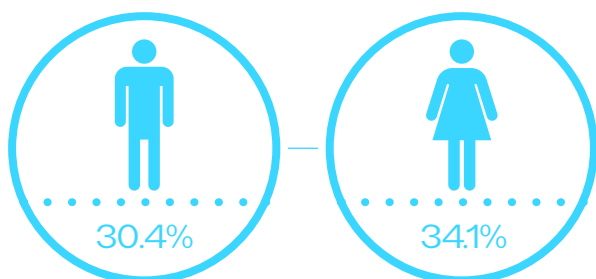
MANCHESTER CITY Statutory reporting

Mean (average) hourly pay gap	83.1%
Median (middle) hourly pay gap	-5.3%
Mean (average) bonus gap	97.5%
Median (middle) bonus gap	43.7%

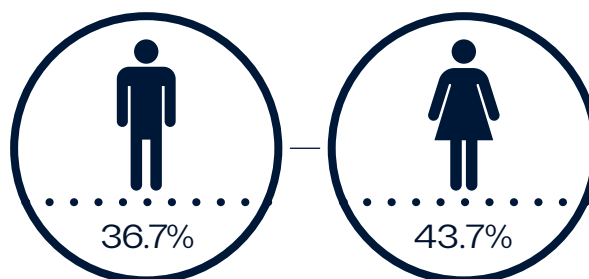
CITY FOOTBALL GROUP Including all UK employees

Mean (average) hourly pay gap	77.7%
Median (middle) hourly pay gap	-0.9%
Mean (average) bonus gap	95.2%
Median (middle) bonus gap	36.6%

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 22.6% 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 women. Without professional players and senior coaching staff, the gap is 0% 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 53.3% (based on average bonuses) and 32.2% (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:

As part of our ongoing commitment, Manchester City continues to identify opportunities for all employees to develop and thrive. Over recent years, the Club has prioritised initiatives for women at all levels across the organisation and in 2023, activated a long-term objective to grow internal talent and provide greater opportunities for career progression within the organisation. Using the organisational matrix, which better defines and aligns roles at all levels of the club, Manchester City is already delivering against this strategic focus whilst expanding the range of learning and development offerings for all.

City Football Group's employee-led Women's Network also continues to grow, with an expanded committee and partnership with WB Directors (formerly known as Women on Boards). The ongoing corporate partnership with Women In Football continues to deliver industry leading initiatives to employees, which included the BeEmpowered Series, designed to help build confidence and expand the skillsets of young women in the organisation.

In addition to the above, Manchester City employees benefit from an enhanced set of policies which offer greater flexibility, improved conditions, and more support for those who need it, fostering a work environment which better balances personal and professional responsibilities.

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