

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's first 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.

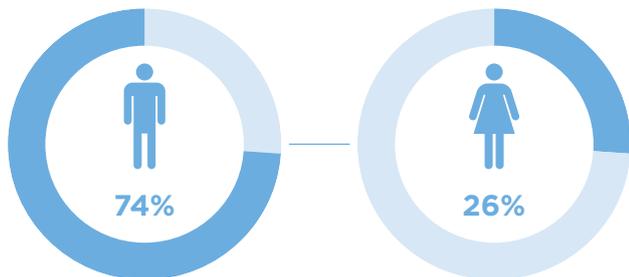
In addition to the statutory figures outlined within this report and the information which explains the reasons for the gap at Manchester City, the Club has also published additional reporting figures for all UK based employees across City Football Group to more accurately reflect the current position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

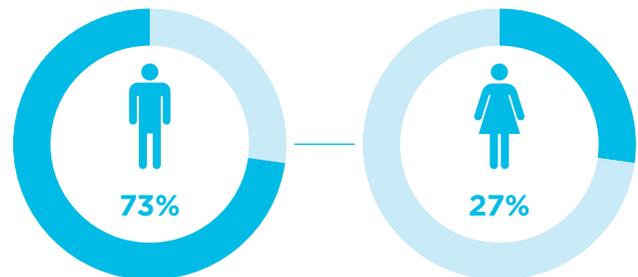
Manchester City has a long term and sustained commitment to providing opportunities and development in all aspects of its operation, and as such, the approach to reviewing its gender pay gap is no different.

PERCENTAGE OF EMPLOYEES AT APRIL 2017:

MANCHESTER CITY



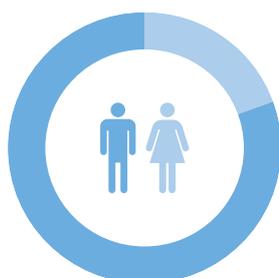
CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



Data accurate as of April 2017

PAY QUARTILES:

The proportion of men and women in each of the four quartiles is relatively consistent for both Manchester City and City Football Group.



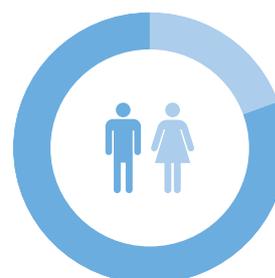
UPPER

MCFC: 80.6% : 19.4%
CFG: 78.1% : 21.9%



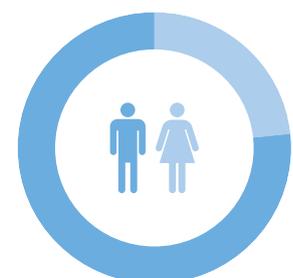
UPPER MIDDLE

MCFC: 59.0% : 41.0%
CFG: 59.4% : 40.6%



LOWER MIDDLE

MCFC: 80.8% : 19.2%
CFG: 77.2% : 22.8%



LOWER

MCFC: 76.9% : 23.1%
CFG: 77.6% : 22.4%

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MANCHESTER CITY

Statutory reporting

Mean (average) hourly pay gap	87.7%
Median (middle) hourly pay gap	-17.2%
Mean (average) bonus gap	98.8%
Median (middle) bonus gap	61.8%

CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	81.1%
Median (middle) hourly pay gap	-19%
Mean (average) bonus gap	96.7%
Median (middle) bonus gap	43.9%

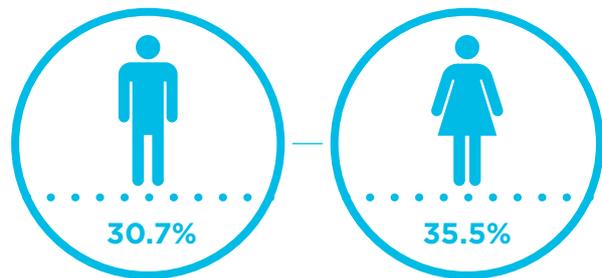
EMPLOYEES RECEIVING BONUS

Manchester City



EMPLOYEES RECEIVING BONUS

City Football Group



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The mean (average) hourly pay gap is in favour of men, mainly due to the men's First Team. Without the men's First Team players and senior coaching staff, the gap is 16% across all UK employees (1.4% below the current national average of 17.4%*). This is due to the higher number of men in senior roles compared to women.

The median (middle) hourly pay gap is in favour of women because a larger proportion of the lower paid casual staff (for example the match day staff) are men in comparison to women. Without the men's First Team players and senior coaching staff the gap is -17.6% across all UK employees (36% below the current national average of 18.4%*).

There is a bonus gap mainly due to the men's First Team and the number of men in senior roles compared to women, who are eligible for higher bonuses. Without the men's First Team players and senior coaching staff the bonus gaps across all UK employees are 70.8% (based on average bonuses) and 29% (based on median bonuses).

A higher proportion of women received a bonus than men, which is mainly due to the high number of men who are casual employees and therefore not eligible for a bonus.

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OUR COMMITMENT:

The Club has long advocated an increased presence for women in football and is proud to have been at the forefront of engagement with a now title winning women's football team increasingly recognised as a driving force in women's sport, who benefit from the same facilities, medical access and business resource including marketing and content, as the men's First Team.

Outside of the elite environment the Club's foundation, City in the Community, engages with over 10,000 women and girls annually, through its health, education and inclusion programmes supporting female participation in sport which it is hoped will further contribute to lasting social and cultural change.

Manchester City is reviewing its gender pay gap to provide the Club with an improved understanding and insight into the various factors which contribute to this complex issue, as well as evidence to support new initiatives to improve its gender balance over the long term.

Ferran Soriano
Chief Executive Officer

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