

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's fourth 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.

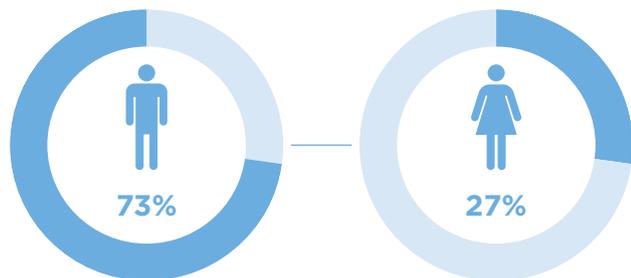
In addition to the statutory figures outlined within this report and the information which explains the reasons for the gap at Manchester City, the Club has also published additional reporting figures for all UK based employees across City Football Group to more accurately reflect the current position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

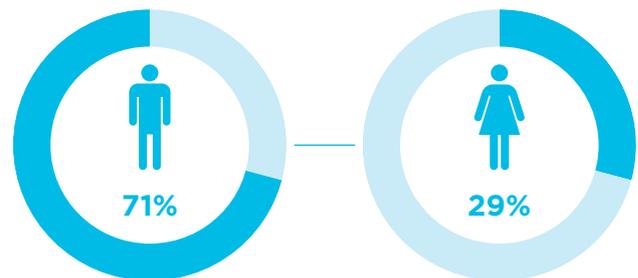
Manchester City has a long term and sustained commitment to providing opportunities and development in all aspects of its operation, and as such, the approach to reviewing the gender pay gap is no different.

PERCENTAGE OF EMPLOYEES AT APRIL 2020:

MANCHESTER CITY

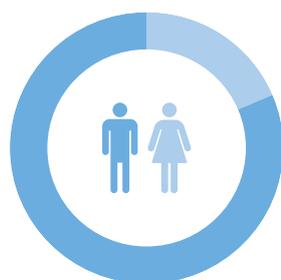


CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



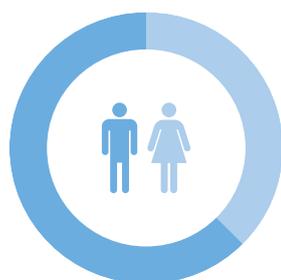
Data accurate as of April 2020

PAY QUARTILES:



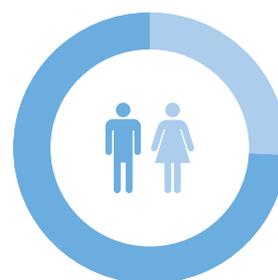
UPPER

MCFC: 81.6% : 18.4%
CFG: 77.0% : 23.0%



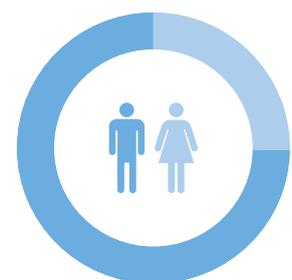
UPPER MIDDLE

MCFC: 62.7% : 37.3%
CFG: 63.4% : 36.6%



LOWER MIDDLE

MCFC: 74.3% : 25.7%
CFG: 67.2% : 32.8%



LOWER

MCFC: 74.9% : 25.1%
CFG: 75.5% : 24.5%

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MANCHESTER CITY

Statutory reporting

Mean (average) hourly pay gap	86.6%
Median (middle) hourly pay gap	- 1.2%
Mean (average) bonus gap	98.7%
Median (middle) bonus gap	48.9%

CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	82.2%
Median (middle) hourly pay gap	- 1.0%
Mean (average) bonus gap	96.1%
Median (middle) bonus gap	35.4%

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 and first team coaching staff. Without professional players and senior coaching staff, the gap is 21.1% across all UK employees (above the current national average of 15.5%*). This is due to the number of men in senior roles compared to women.

The median (middle) hourly pay gap is slightly in favour of women. Without professional players and senior coaching staff the gap is -9.0% across all UK employees (compared to the current national average of 14.6%*). This is due to the high numbers of men who are casual match day 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 gaps across all UK employees is 52.9% (based on average bonuses) and 29.1% (based on median bonuses).

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

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OUR COMMITMENT:

Manchester City continues to identify opportunities for all of its employees to develop and succeed and has specifically focused on increasing the number of learning and development programmes available for women employees in recent years.

Through a combination of employee led engagement with support from senior leadership, alongside investment in training courses, the Club is able to provide access to a range of initiatives for women at all levels of the business to advance their careers.

Initiatives introduced in 2020 include the City Football Group Women's Network, a forum for women employees to share experiences, connect with colleagues and inspire one another and the RISE Empowered Women's Development Programme, which improves confidence and provides training and support to enable women to maximise their career potential. Manchester City has also reinforced its commitment to enhancing diversity within leadership roles at the Club through its participation in the FA's Diversity in Leadership Code.

In addition to the above, employees at Manchester City are now benefitting from the recent implementation of a new organisational matrix which better defines and aligns roles at all levels of the Club.

Ferran Soriano
Chief Executive Officer

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