



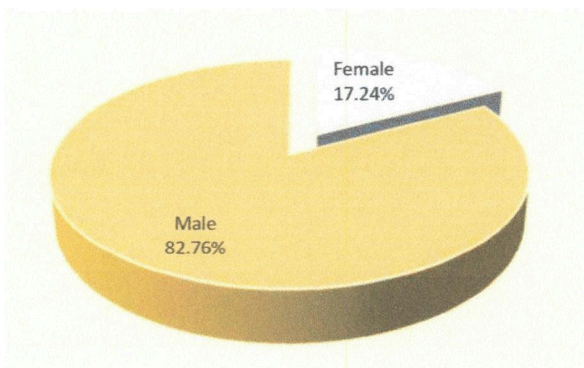
## Gender Pay Gap Information

The UK Government has introduced new reporting regulations under The Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap from April 2017 onwards. Here we provide the statutory information and the context of our results.

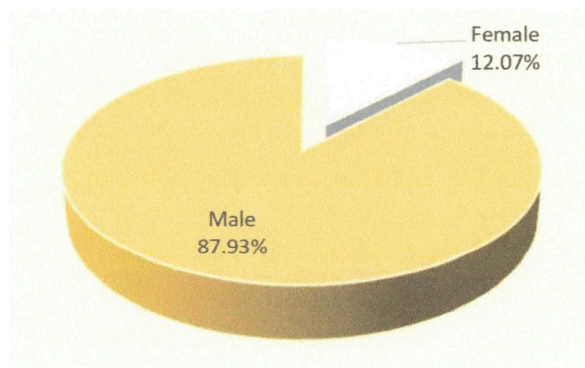
<b>Mean Gender Pay Gap</b>	<b>9.54%</b>
<b>Median Gender Pay Gap</b>	<b>0%</b>
<b>Mean Bonus Gender Pay Gap</b>	<b>100%</b>
<b>Median Bonus Gender Pay Gap</b>	<b>100%</b>
<b>Proportion of Males Receiving a Bonus Payment</b>	<b>15%</b>
<b>Proportion of Females Receiving a Bonus Payment</b>	<b>0%</b>

### PROPORTION OF MALES AND FEMALES IN EACH QUARTILE BAND

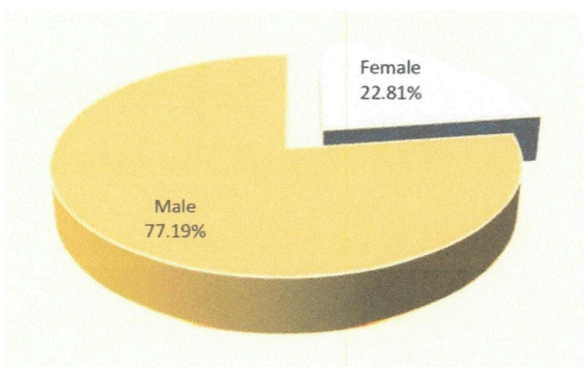
Lower Quartile



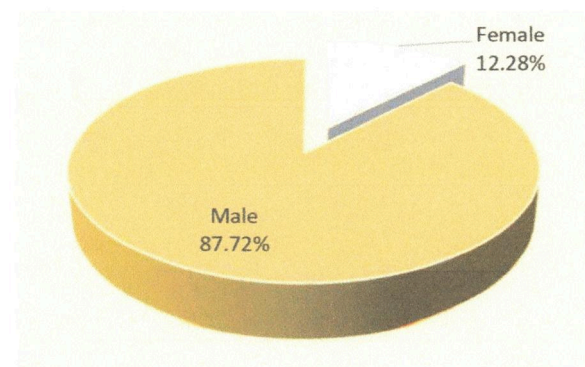
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The mean and median bonus pay gaps of 100% are due to footballers being the only employees to receive bonus payments.

The quartile analysis represents the number of male employees in the business being circa 5 times the number of female employees. These figures include matchday staff, who are predominately male, along with football playing and coaching staff being 100% male.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'J. Turner', with a small dot at the end.

Jason Turner  
Football Operations Director

March 2019