

Aberdeen Football Club Limited

Gender Pay Gap Reporting 2025

This report contains important information on Aberdeen Football Club's (Club) gender pay gap as required by law, as well as additional information to give background and context to the disclosures.

The Club play in professional football governed by a number of different bodies: -

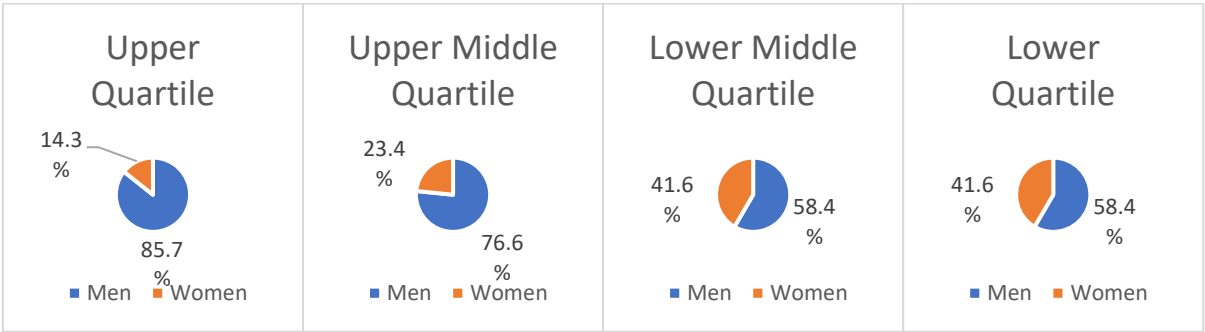
- Scottish Professional Football League (SPFL) which allows our men's First Team and to compete at the highest level in Scotland.
- Scottish Women's Premier League (SWPL) which allows our women's team to compete at the highest level in Scotland. The SWPL is a subsidiary company of the SPFL.
- Scottish Football Association (SFA) which is the secondary organisation that we are a member of, that controls football in Scotland and licences us to enter teams into UEFA competitions such as the UEFA Europa League or Europa Conference League and UEFA Women's Champions League.
- Union of European Football Associations (UEFA) organises cup competitions within the European area such as the UEFA Champions League, UEFA Europa League, UEFA Europa Conference League and UEFA Women's Champions League under its licence from the world-wide umbrella organisation FIFA. UEFA own the rights to the European Football Championship.
- Fédération Internationale de Football Association (FIFA) is the lead organisation for football world-wide, which licences member bodies such as the SFA and UEFA. FIFA own the rights to the World Cup.

Across the many associations controlling football in different countries, the rules for participation by men and women in football vary widely, but none have yet taken the step of permitting men and woman to play together in professional football. Since February 2019 the Club has had its own AFC Women's football team, which relies on part-time professional players who are in further education or in other full-time jobs, with a small and reducing number retaining amateur status. In January 2024 the Club took over the running of the Aberdeen Ladies youth teams and now has its own girl's youth development set-up, with both the women's team and girls teams having their own coaching and support staff. However, in terms of scale in pay reporting, the Club are in the main a men's professional football club, who are committed to putting as successful a team onto the pitch as resources allow. This naturally leads to an imbalance of the higher earners at the Club being male and the associated bonuses for success on the pitch leads to an imbalance in the bonuses paid across the Club.

Out with the current position of the full-time professional players being male, the Club are committed to being as diverse an organisation as it can be. The Club are committed to pay equality and pay between comparable employees is based on merit and never linked to gender. The number of men applying for jobs at the Club is higher than the number of women and we are continuing to work hard to improve the recruitment process, to attract more female applicants and increase the possibility of hiring a more balanced workforce. It should be noted that the Club's supporter database, which currently stands at around 120,000 unique records, is predominantly male with only around 20% being female. This is in itself, a position that the Club is working very hard to change for operational reasons, but female interest in football and in applying for jobs at the Club is directly related to this inherent imbalance.

Statutory Requirements

The number of men and women working at the Club split into 4 separate quartiles based on the ranking of hourly pay rates is as follows: -



Mean Hourly Pay Gap	62.3%
Median Hourly Pay Gap	20.8%
Mean Bonus Gap	78.1%
Median Bonus Gap	65.4%

Proportion of employees receiving a bonus is as follows: -

Men	20.0%
Women	7.5%

Interpretation of Data

For the purposes of Gender Pay Gap Reporting the Club have 308 employees at the reference date of 5th April 2024, including its extensive pool of matchday staff. Our annual report to 30 June 2024 disclosed the average number of full-time equivalent employees as follows: -

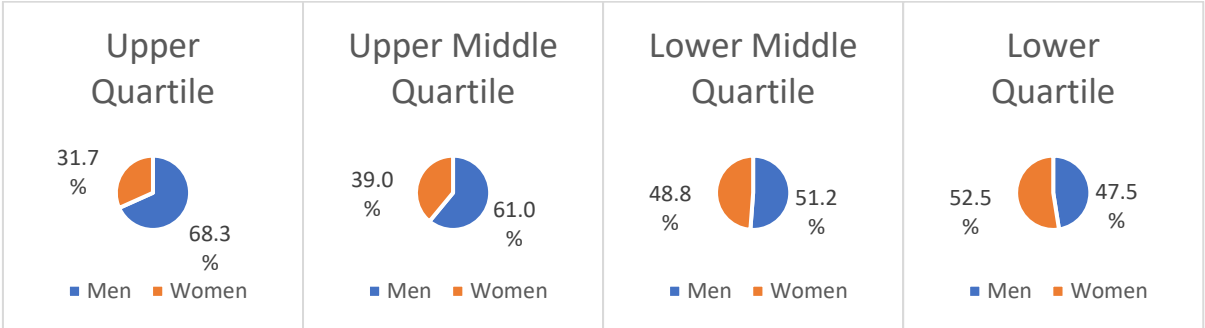
Players – men’s	47
Players – women’s	5
Football Management	28
Scouting / Youth Development	15
Commercial / Administration	64
Maintenance	13
	172

It can be clearly seen from the foregoing that our matchday staffing, where staff work 3-5 hours on a matchday between 1 and 4 times in any particular month, heavily influences the apparent scale of our workforce.

We have re-analysed the data and removed the wages and bonuses associated with the professional football players and the immediate football management and support staff and have re-presented the data for the remaining commercial, administrative and matchday staff.

Statutory Reporting Criteria (excluding football related employees)

The number of men and women working at the Club split into 4 separate quartiles based on the ranking of hourly pay rates is as follows: -



Mean Hourly Pay Gap	12.7%
Median Hourly Pay Gap	8.8%
Mean Bonus Gap	-62.9%
Median Bonus Gap	-16.2%

Proportion of employees receiving a bonus is as follows: -

Men	0.9%
Women	6.5%

It can be seen from this re-presented data that the number of women included in the top two quartiles has significantly increased, whilst the numbers falling in the two lower quartiles are close to parity.

There remains a Mean Hourly Pay Gap of 12.7% (previous year – 30.2%) and a Median Hourly Pay Gap of 8.8% (previous year – 9.1%) principally because of the higher number of men working across all job roles at the Club.

The number of women 6.5% (previous year – 6.6%) receiving bonuses during the reference period was higher than for men 0.9% (previous year – 2.0%).

The Mean Bonus Gap and Median Bonus Gap figures are negative, as the rate of bonus given to women was higher than for men, principally due to the differing job roles which attract bonuses.