

GENDER PAY GAP REPORT

At Tottenham Hotspur Football Club, our aim is to ensure that all our staff are treated equally across every department and location, creating a positive working environment where everyone feels respected, where inequalities are not accepted, and individuals are supported to achieve their full potential.

We welcome the gender pay gap reporting and the principles it sets out.

We are committed to continuing to ensuring that male and female employees are paid equally for equivalent work.

Matthew Collecott
Chief Operations & Finance Officer

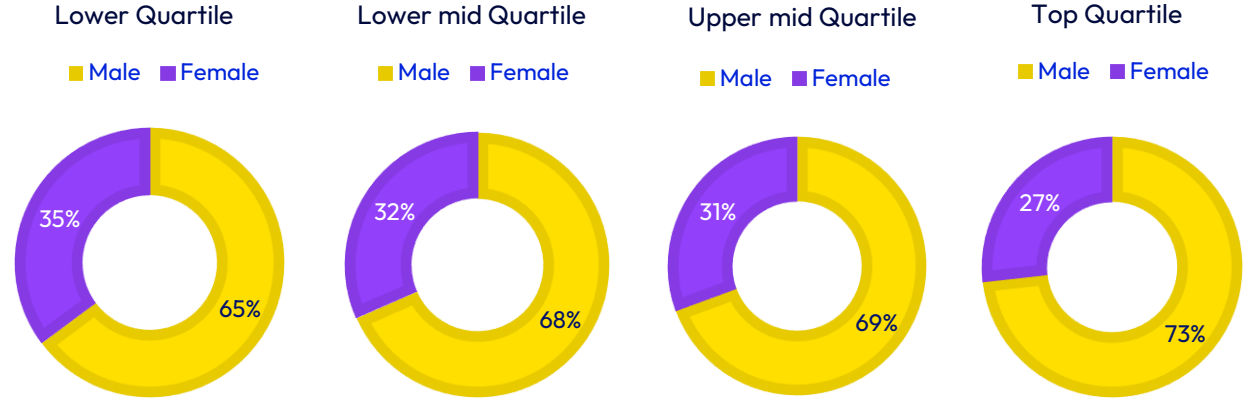
Angela Cardani-Liggett
Chief People Officer



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OUR FIGURES

Mean and Median Pay and Bonus Gap		
	Mean	Median
Gender Pay Gap	71%	6%
Gender Bonus Gap	83%	14%
Proportion of Relevant Employees who received a bonus		
Male	28.1%	
Female	28.4%	
Difference	-0.3%	



Due to our operational nature as a football club, our Gender Pay Gap (GPG) figures are, by definition, heavily influenced by the high salaries at the upper end of the overall pay range which correspond to the male First Team players and coaching staff.

The Club ensures it appoints and promotes the right person for every job, based on merit, regardless of gender or any other protected characteristic. Women play key roles across all areas of the Club, and hold prominent positions in the Executive Leadership Team, Women's 1st Team, and the Club's Foundation. This is reflected in the data with the year-on-year increase in the percentage of women in our top quartile of pay.

