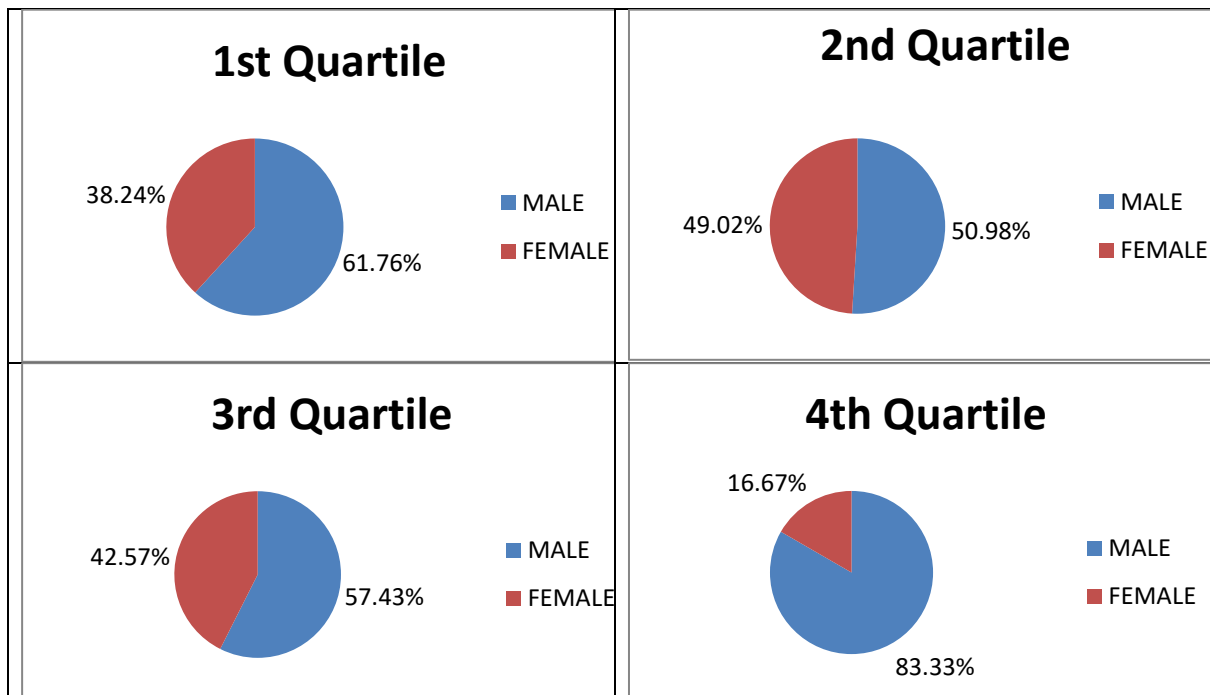


Gender Pay Gap Information

Under The Equality Act 2010 the UK government requires companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information and the context of our results. Figures are based on **March 2023** salaries.

Mean Gender Pay Gap	46.4%
Median Gender Pay Gap	20%
Mean Bonus Gender Pay Gap	100%
Median Bonus Gender Pay Gap	100%
Proportion of Males Receiving a Bonus Payment	11.24%
Proportion of Females Receiving a Bonus Payment	0.0%

Proportion of Males and Females in Each Quartile Band



Statement from the Chief Executive

The mean gender pay gap for Heart of Midlothian Football Club has been calculated at 46.4%. This is largely consistent with prior years and arises as a direct result of the highest paid people within the organisation being male footballers. The median average, which is less affected by extreme values, presents a 20% pay gap.

The mean gender bonus gap is 100% as footballers and coaches, who are male, were the only individuals who received bonus payments in the period.

I confirm the data reported is accurate.

Andrew McKinlay
Chief Executive