

Gender Pay Gap Statement

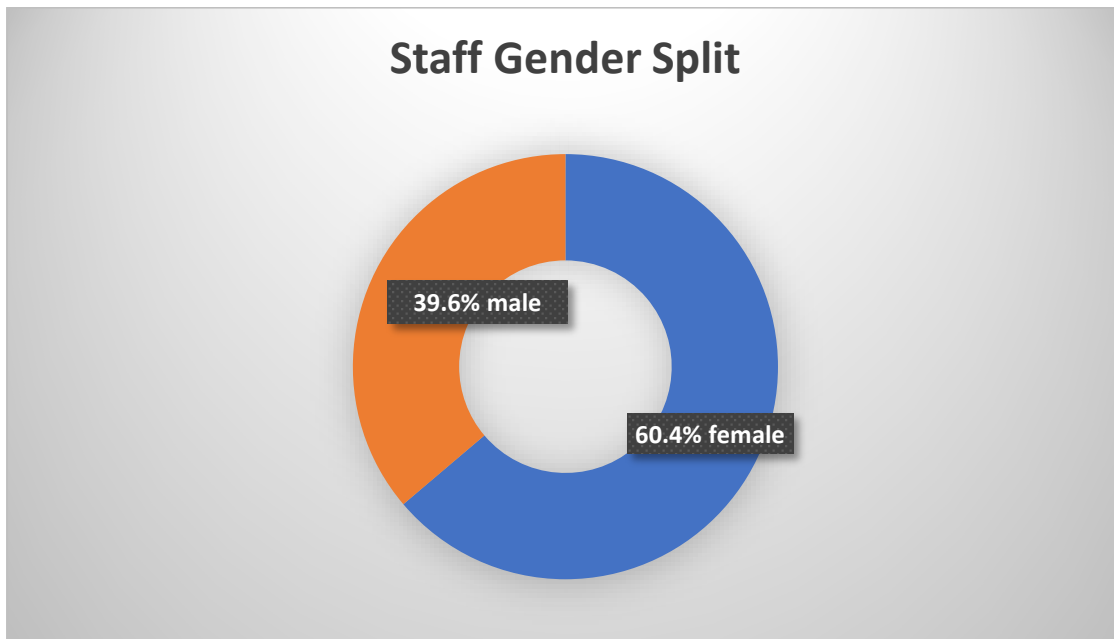
Introduction

Sport Aberdeen is a charitable organisation, our vision is about creating opportunities, inspiring people and changing lives through sport and physical activity.

Gender Pay Reporting requires our organisation to make calculations based on employee gender.

Below is the statutory information of our results for the snapshot date of 31 March 2025:

On the snapshot date, the gender split was 60.4% female and 39.6% male



The key elements of the gender pay gap report are:

- The mean gender pay gap for Sport Aberdeen is -4.09%
- The median gender pay gap for Sport Aberdeen is -4.08%
- The mean gender bonus gap for Sport Aberdeen is n/a
- The median gender bonus gap for Sport Aberdeen is n/a

Pay Quartiles by Gender

Quartile	Males	Females	Description
Upper Quartile	32.27%	67.73%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 4 th and therefore the highest pay quartile
Upper Middle Quartile	42.73%	57.27%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them above the median pay in the 3 rd quartile

Lower Middle Quartile	44.55%	55.45%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them below the median pay in the 2 nd quartile
Lower Quartile	38.64%	61.36%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 1 st and lowest pay quartile

The % shown above sets out the gender distribution at Sport Aberdeen across four quartiles, all containing 220 individuals based on a total of 881 employees. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 [Gender Pay Gap Information] Regulations 2017.


Sport Aberdeen is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or any other non-job-related factor.

The company is committed to the promotion of equality of opportunity in its employment practices, family friendly and smarter working frameworks.

We encourage career development across genders and seniority levels of the organisation through in house and external training and development.

Sport Aberdeen is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries associated to those roles.

I, Graeme Dale, confirm that the information in this statement is accurate.



Graeme Dale
Interim Chief Executive Officer
March 2026