

Form AR21

Trade Union and Labour Relations (Consolidation) Act 1992

Annual Return for a Trade Union

Name of Trade Union:	The Professional Footballers' Association				
Year ended:	30 June 2022				
List no:	266T				
Head or Main Office address:	20 Oxford Court				
	Bishopsgate				
	Manchester				
Postcode	M2 3WQ				
Website address (if available)	www.thepfa.com				
Has the address changed during the year to which the return relates?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>	('X' in appropriate box)
General Secretary:	Maheta Molango				
Telephone Number:	0161 236 0575				
Contact name for queries regarding the completion of this return	Hassan Aden				
Telephone Number:	0161 236 0575				
E-mail:	hassan.aden@thepfa.com				

Please follow the guidance notes in the completion of this return

Any difficulties or problems in the completion of this return should be directed to the Certification Officer as below or by telephone to: 0330 109 3602

You should send the annual return to the following email address stating the name of the union in subject:

returns@certoffice.org

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Return of Members

(see notes 10 and 11)

Number of members at the end of the year					
	Great Britain	Northern Ireland	Irish Republic	Elsewhere Abroad (including Channel Islands)	Totals
	5,457				5,457
Total	5,457				A 5,457

Number of members at end of year contributing to the General Fund	5,457
Number of members included in totals box 'A' above for whom no home or authorised address is held:	2,700

Change of Officers

Please complete the following to record any changes of officers during the twelve months covered by this return

Position Held	Name of Officer ceasing to hold Office	Name of Officer Appointed	Date of change
Attached			

State whether the union is:

a. A branch of another trade union?

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes, state the name of that other union:

b. A federation of trade unions?

Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
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If yes, state the number of affiliated unions:

and names:

General Fund

(see notes 13 to 18)

	£000	£000
Income		
From Members: Contributions and Subscriptions		615
From Members: Other income from members (specify)		
Total other income from members		
Total of all income from members		615
Investment income (as at page 12)		92
Other Income		
Income from Federations and other bodies (as at page 4)		
Income from any other sources (as at page 4)	24,248	
Total of other income (as at page 4)		24,248
		24,955
		434
		599
		19,183
		622
		20,404
		4,551
		1,261
		6,246

Analysis of income from federation and other bodies and other income

(see notes 19 and 20)

Description	£000
Federation and other bodies	
Total federation and other bodies	
Any Other Sources	
TV Rights	21,985
Miscellaneous income	197
Recharge to PFA Enterprises Ltd	262
PFA Charity/Players Foundation	1,804
Total other sources	24,248
Total of all other income	24,248

Analysis of benefit expenditure shown at the General Fund

(see notes 21 to 23)

			£000
Representation – Employment Related Issues		brought forward	599
	599	Advisory Services	
		n/a	
Representation – Non Employment Related Issues		Other Cash Payments	
		Education and Training services	
Communications		Negotiated Discount Services	
Dispute Benefits		Other Benefits and Grants (specify)	
carried forward	599	Total (should agree with figure in General Fund)	599

(See notes 21 and 23)

Fund 2		Fund Account	
Name:	Accident Fund	£000	£000
Income			
	From members		
	Investment income (as at page 12)		147
	Other income (specify)		
	TV Rights		3,196
		Total other income as specified	3,196
		Total Income	3,343
		Interfund Transfers IN	
Expenditure			
	Benefits to members		3,509
	Administrative expenses and other expenditure (as at page 10)		863
		Total Expenditure	4,372
		Interfund Transfers OUT	434
		Surplus (Deficit) for the year	-1,029
		Amount of fund at beginning of year	8,405
		Amount of fund at the end of year (as Balance Sheet)	6,942
		Number of members contributing at end of year	

Fund 3		Fund Account	
Name:		£	£
Income			
	From members		
	Investment income (as at page 12)		
	Other income (specify)		
		Total other income as specified	
		Total Income	
		Interfund Transfers IN	
Expenditure			
	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
		Total Expenditure	
		Interfund Transfers OUT	
		Surplus (Deficit) for the year	
		Amount of fund at beginning of year	
		Amount of fund at the end of year (as Balance Sheet)	
		Number of members contributing at end of year	

(See notes 21 and 23)

Fund 6		Fund Account	
Name:		£000	£000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Fund 7		Fund Account	
Name:		£000	£000
Income	From members		
	Investment income (as at page 12)		
	Other income (specify)		
	Total other income as specified		
	Total Income		
	Interfund Transfers IN		
Expenditure	Benefits to members		
	Administrative expenses and other expenditure (as at page 10)		
	Total Expenditure		
	Interfund Transfers OUT		
	Surplus (Deficit) for the year		
	Amount of fund at beginning of year		
	Amount of fund at the end of year (as Balance Sheet)		
	Number of members contributing at end of year		

Political fund account

(see notes 24 to 33)

£000

£000

Political fund account 1		To be completed by trade unions which maintain their own political fund	
Income	Members contributions and levies		
	Investment income (as at page 12)		
Other income (specify)			
	Total other income as specified		
		Total income	

Expenditure under section (82) of the Trade Union and Labour Relations (Consolidation) Act 1992 on purposes set out in section (72) (1) where consolidation of expenditures from the political funds exceeds £2,000 during the period

Expenditure A (as at page i)	
Expenditure B (as at page ii)	
Expenditure C (as at page iii)	
Expenditure D (as at page iv)	
Expenditure E (as at page v)	
Expenditure F (as at page vi)	
Non-political expenditure (as at page vii)	
	Total expenditure
	Surplus (deficit) for year
	Amount of political fund at beginning of year
	Amount of political fund at the end of year (as <u>Balance Sheet</u>)
	Number of members at end of year contributing to the political fund
	Number of members at end of the year not contributing to the political fund
	Number of members at end of year who have completed an exemption notice and do not contribute to the political fund

Political fund account 2 To be completed by trade unions which act as components of a central trade union

Income	Contributions and levies collected from members on behalf of central political fund		
	Funds received back from central political fund		
	Other income (specify)		
		Total other income as specified	
		Total income	
Expenditure	Expenditure under section 82 of the Trade Union and Labour Relations (Consolidation) Act 1992 (specify)		
	Administration expenses in connection with political objects(specify)		
	Non-political expenditure		
		Total expenditure	
		Surplus (deficit) for year	
		Amount held on behalf of trade union political fund at beginning of year	
		Amount remitted to central political	
		Amount held on behalf of central political fund at end of year	
		Number of members at end of year contributing to the political fund	
		Number of members at end of the year not contributing to the political fund	
		Number of members at end of year who have completed an exemption notice and do not therefore contribute to the political fund	

Analysis of administrative expenses and other outgoings excluding amounts charged to political fund accounts

(see notes 34 and 35)

		£000
Administrative Expenses		
Remuneration and expenses of staff		7,053
Salaries and Wages included in above	6,007	
Auditors' fees		120
Legal and Professional fees		261
Occupancy costs		555
Stationery, printing, postage, telephone, etc.		977
Expenses of Executive Committee (Head Office)		
Expenses of conferences		
Other administrative expenses (specify)		
Motor expenses		684
Donations		90
Grants		1,804
Irrecoverable VAT		21
LFE Education Grants		1,642
Youth Development		4,900
Integrated Coaching Strategy		200
Player to Coach Scheme		415
Other grants		39
Other administrative expenses		295
Other Outgoings		
Depreciation		39
Outgoings on land and buildings (specify)		
Other outgoings (specify)		
Investment management costs		59
Loss on revaluation of investments		892
tretert		
Total		20,046
Charged to:		
General Fund (Page 3)		19,183
Acccident Fund		863
Total		20,046

Analysis of investment income

(see notes 47 and 48)

	Political Fund £000		Other Fund(s) £000
Rent from land and buildings			83
Dividends (gross) from:			
Equities (e.g. shares)			153
Interest (gross) from:			
Government securities (Gilts)			
Mortgages			
Local Authority Bonds			
Bank and Building Societies			3
Other investment income (specify)			
			239
		Total investment income	239
		Credited to:	
		General Fund (Page 3)	92
		Accident Fund	147
		Political Fund	
		Total Investment Funds	239

Fixed assets account

(see notes 53 to 57)

	Land and Buildings		Furniture and Equipment £000	Motor Vehicles £000	Not used for union business £000	Total £000
	Freehold £000	Leasehold £000				
Cost or Valuation						
At start of year		164	754		268	1,186
Additions			68			68
Disposals			-28			-28
Revaluation/Transfers						
At end of year		164	794		268	1,226
Accumulated Depreciation						
At start of year			700			700
Charges for year			39			39
Disposals			-28			-28
Revaluation/Transfers						
At end of year			711			711
Net book value at end of year		164	83		268	515
Net book value at end of previous year		164	54		268	486

Analysis of investments

(see notes 58 and 59)

Quoted	All Funds Except Political Funds £000	Political Fund £000
Equities (e.g. Shares)	7,447	
Government Securities (Gilts)		
Other quoted securities (to be specified)		
Total quoted (as Balance Sheet)	7,447	
Market Value of Quoted Investment	7,447	
Unquoted		
Equities		
Government Securities (Gilts)		
Mortgages		
Bank and Building Societies		
Bank deposits	360	
Other unquoted investments (to be specified)		
Memorabilia	101	
Total unquoted (as Balance Sheet)	461	
Market Value of Unquoted Investments	461	

Analysis of investment income (controlling interests)

(see notes 60 and 61)

Does the union, or any constituent part of the union, have a controlling interest in any limited company?

Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
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If YES name the relevant companies:

Company name	Company registration number (if not registered in England & Wales, state where registered)
PFA Enterprises Limited	01088411

Are the shares which are controlled by the union registered in the names of the union's trustees?

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
------------------------------	--

If NO, state the names of the persons in whom the shares controlled by the union are registered.

Company name	Names of shareholders
PFA Enterprises Limited	The Professional Footballers' Association

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members	615		615
From Investments	239		239
Other Income (including increases by revaluation of assets)	27,444		27,444
Total Income	28,298		28,298
Expenditure (including decreases by revaluation of assets)			
Total Expenditure	24,776		24,776
Funds at beginning of year (including reserves)	9,666		9,666
Funds at end of year (including reserves)	13,188		13,188
Assets			
Fixed Assets			515
Investment Assets			7,908
Other Assets			10,961
		Total Assets	19,384
Liabilities		Total Liabilities	6,196
Net Assets (Total Assets less Total Liabilities)			13,188

Summary sheet

(see notes 62 to 73)

	All funds except Political Funds £000	Political Funds £000	Total Funds £000
Income			
From Members			
From Investments			
Other Income (including increases by revaluation of assets)			
Total Income			
Expenditure (including decreases by revaluation of assets)			
Total Expenditure			
Funds at beginning of year (including reserves)			
Funds at end of year (including reserves)			
Assets			
Fixed Assets			
Investment Assets			
Other Assets			
		Total Assets	
Liabilities			
		Total Liabilities	
Net Assets (Total Assets less Total Liabilities)			

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see notes 74 to 80)

Did the union hold any ballots in respect of industrial action during the return period?	<input type="text" value="No"/>
If Yes How many ballots were held: <input style="width: 50px;" type="text"/>	
For each ballot held please complete the information below:	
Ballot 1	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 2	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Ballot 3	
Number of individual who were entitled to vote in the ballot	<input style="width: 80px;" type="text"/>
Number of votes cast in the ballot	<input style="width: 80px;" type="text"/>
Number of Individuals answering "Yes" to the question	<input style="width: 80px;" type="text"/> ¹
Number of individuals answering "No" to the question	<input style="width: 80px;" type="text"/> ²
Number of invalid or otherwise spoiled voting papers returned	<input style="width: 80px;" type="text"/> ³
	1-3 should total "Number of votes cast"
Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>
Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?	<input style="width: 60px;" type="text"/>
If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot	<input style="width: 60px;" type="text"/>

Ballots & Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Ballot 4

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 5

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballot 6

Number of individual who were entitled to vote in the ballot

Number of votes cast in the ballot

Number of Individuals answering "Yes" to the question 1

Number of individuals answering "No" to the question 2

Number of invalid or otherwise spoiled voting papers returned 3

1-3 should total "Number of votes cast"

Were the number of votes cast in the ballot at least 50% of the number of individuals who were entitled to vote in the ballot

Does section 226(2B) of the 1992 Act apply in relation to this ballot (see notes 76-80)?

If yes, were the number of individuals answering "Yes" to the question (or each question) at least 40% of the number of individuals who were entitled to vote in the ballot

Ballots and Industrial Action: If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

(see note 81)

***Categories of Nature of Trade Dispute**

A: terms and conditions of employment, or the physical conditions in which any workers require to work;

B: engagement or non-engagement, or termination or suspension of employment or the duties of employment, of one or more workers;

C: allocation of work or the duties of employment between workers or groups of workers;

D: matters of discipline;

E: a worker's membership or non-membership of a trade union;

F: facilities for officials of trade unions;

G: machinery for negotiation or consultation, and other procedures, relating to any of the above matters, including the recognition by employers or employers' associations of the right of a trade union to represent workers in such negotiation or consultation or in the carrying out of such procedures

Did Union members take industrial action during the return period in response to any inducement on the part of the Union? YES/NO

No

If YES, for each industrial action taken please complete the information below:

Industrial Action 1

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 2

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 3

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

use a continuation page if necessary

Industrial Action 4

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 5

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 6

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 7

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Industrial Action 8

1. please tick the nature of the trade dispute for which industrial action was taken using the categories* below:

A B C D E F G

2. Dates of the industrial action taken: to

3. Number of days of industrial action:

4. Nature of industrial action.

Ballots & Industrial Action- If you have 6 or more entries for either of these, please complete the Excel Spreadsheet

Notes to the accounts

(see notes 82 and 83)

All notes to the accounts must be entered on or attached to this part of the return.

Accounting policies

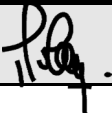

(see notes 84 and 85)



Signatures to the annual return

(see notes 86 & 87)

Including the accounts and balance sheet contained in the return. Please copy and paste your electronic signature here

Secretary's Signature:		Chairman's Signature:	
			(or other official whose position should be stated)
Name:	Maheta Molango	Name:	Patrick Coyle
Date:	23 March 2023	Date:	23 March 2023

Checklist

(see notes 88 to 89)

(please tick as appropriate)

Has the return of change of officers been completed? (see Page 2 and Note 12)	Yes		No	
Has the list of officers in post been completed? (see Page 2 and Note 12)	Yes		No	
Has the return been signed? (see Pages 23 and 25 and Notes 86 and 95)	Yes		No	
Has the auditor's report been completed? (see Pages 20 and 21 and Notes 2 and 77)	Yes		No	
Is a rule book enclosed? (see Notes 8 and 88)	Yes		No	
A member statement is: (see Note 80)	Enclosed		To follow	
Has the summary sheet been completed? (see Page 17 and Notes 7 and 62)	Yes		To follow	
Has the membership audit certificate been completed? (see Page i to iii and Notes 97 and 103)	Yes		No	

Checklist for auditor's report

(see notes 90 and 96)

The checklist below is for guidance. A report is still required either set out overleaf or by way of an attached auditor's report that covers the 1992 Act requirements.

1. In the opinion of the auditors or auditor do the accounts they have audited and which are contained in this return give a true and fair view of the matters to which they related? (See section 36(1) and (2) of the 1992 Act and notes 92 and 93)

Please explain in your report overleaf or attached.

2. Are the auditors or auditor of the opinion that the union has complied with section 28 of the 1992 Act and has:

- a. kept proper accounting records with respect to its transactions and its assets and liabilities; and
- b. established and maintained a satisfactory system of control of its accounting records, its cash holding and all its receipts and remittances. (See section 36(4) of the 1992 Act set out in note 92)

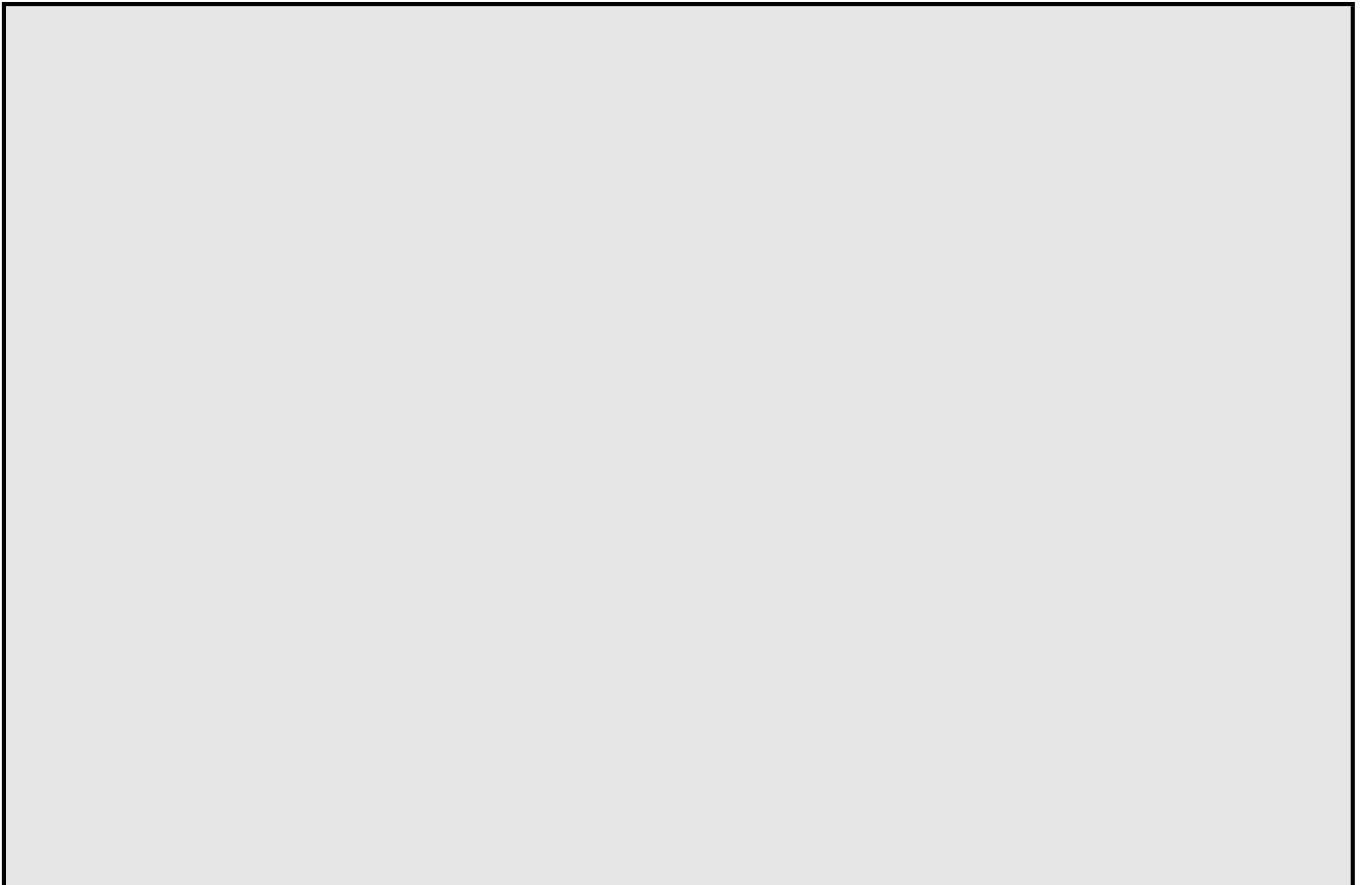
Please explain in your report overleaf or attached

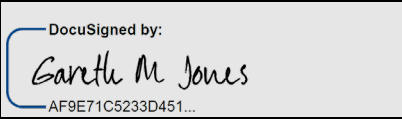


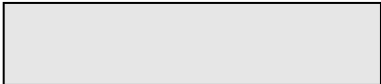
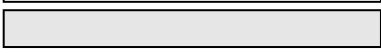




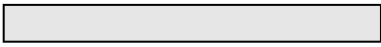
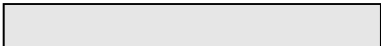

3. Your auditors or auditor must include in their report the following wording:

In our opinion the financial statements:

- **give a true and fair view of the matters to which they relate to.**
- **have been prepared in accordance with the requirements of the sections 28, 32 and 36 of the Trade Union and Labour Relations (consolidation) Act 1992.**

Auditor's report (continued)



Signature(s) of auditor or auditors:		
Name(s):	BDO LLP	
Profession(s) or Calling(s):	Auditor	
Address(es):	55 Baker Street	
	London	
		
		
	Postcode	
	W1U 7EU	
Date	29 March 2023	
Contact name for inquiries and telephone number:		

N.B. When notes to the account are referred to in the auditor's report a copy of those notes must accompany this return.

The Professional Footballers' Association
Annual Report and Accounts
For the year ended 30 June 2022

**The Professional Footballers' Association
Report and Accounts
For the year ended 30 June 2022**

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The Professional Footballers' Association
Legal and administrative information

Chief Executive: Maheta Molango

Trade Union List No: 266T

Principal Office: 20 Oxford Court
Bishopsgate
Manchester
M2 3WQ

Auditors: BDO LLP
55 Baker Street
London
W1U 7EU

Bankers: The Royal Bank of Scotland Plc

Investment Brokers: Investec Wealth and Investment
7 Ralli Courts
West Riverside
Manchester
M3 5FT

Pro Sport Wealth Management Limited
Investment House
Bolton Road, Bradshaw
Bolton
BL2 3EU

Players' Board:	John Mousinho (Chair)	(re-elected 19 April 2021)
	Peter Vincenti (Vice Chair)	(re-elected 19 April 2021)
	Tom Heaton	(re-elected 19 April 2021)
	Wes Morgan	(elected 19 April 2021)
	Danielle Carter	(elected 19 April 2021)
	Steph Houghton MBE	(re-elected 19 April 2021)
	Troy Deeney	(elected 19 April 2021)
	George Friend	(elected 19 April 2021)
	Omar Beckles	(elected 19 April 2021)
	Peter Clarke	(re-elected 19 April 2021)
	Kevin Ellison	(elected 19 April 2021)
	Chris McCready	(elected 19 April 2021)
Marvin Sordell	(elected 19 April 2021)	

Report of the Players' Board For the year ended 30 June 2022

The Players' Board presents its report and the financial statements of The Professional Footballers' Association, the "PFA", for the year ended 30 June 2022.

The Professional Footballers' Association is the union (General Fund & Accident Fund) for all current and former footballers and scholars in the Premier League, the FA Women's Super League and the English Football Leagues. The union is organised into two primary funds 'The General Fund and The Accident Fund'. The PFA also wholly owns a Limited company called 'PFA Enterprises Limited' which manages and administers any commercial activities for The Professional Footballers' Association.

Principal Activities and Business Review

The objects of The Professional Footballers' Association, which are detailed in its Rules, are:

1. To promote and protect the interests of members and former members and to safeguard their rights including, without limitation, their interests and to regulate relations with their current or former Club.
2. To provide legal assistance to members and former members where the PFA at its absolute discretion deems appropriate including, without limitation, in any matter arising out of a member's or former member's involvement in professional football.
3. To assist members who are on a transfer list or disengaged or desirous of changing clubs in securing fresh engagements, subject to compliance with the regulations of any relevant footballing authorities.
4. To administer the General and Accident Funds of the PFA and any other funds which may hereafter be established.

To summarise & recap the governance structure of The PFA:

1. An elected Players' Board are empowered to be the ultimate decision maker of the Union, led by an elected Chair and Vice-Chair that are well-respected amongst their peers and have a demonstrated understanding of the industry. The composition of the Players' Board is testament to the fact that diversity and gender equality are at the heart of the PFA's core values.
2. An elected Operational Board which comprises of, among others, three non-executive directors (INED), appointed on the basis of their outstanding professional credentials in the field of finance, corporate leadership, global marketing & communication as well as sports governance and societal change. The PFA Rules grant a central oversight role to the INEDs which in turn led to the creation of two sub-committees mainly focused on Governance, Risk, Audit & Compliance and Remuneration & Nomination which will inform the most relevant decisions of the PFA whilst ensuring that the policies, procedures and protocols are fit for purpose.
3. An elected CEO, who was selected through a highly competitive and transparent hiring process based on his professional track record as a former professional player, qualified lawyer, in-house counsel and football club CEO, giving him a unique perspective on the key issues which currently affect the football industry at local and international level.

The Players' Board has the power to delegate to the Operational Board such of its responsibilities as it (in its sole discretion) sees fit, which includes ensuring the PFA's annual accounts are audited, and returns submitted to the appropriate authorities as required by law.

**Report of the Players' Board
For the year ended 30 June 2022**

Results for the year

The financial statements report a surplus for the year, after tax, of £3,522,000 (2021: £4,563,000). The PFA incurs staff, administration and other costs on behalf of the Accident Fund and PFA Enterprises Limited and recharges relevant costs to these entities. The recharge is based on an estimate of time spent on activities relating to these entities.

Organisational Restructure

In 2020 it was decided that that the PFA and the organisation formerly known as The PFA Charity (now known as "The Players Foundation") should be separated constitutionally and operationally. Over the last 12 months, significant progress has been made with regards to the restructuring process between the organisations & most matters regarding the delineation between the Union and the Charity's activities were completed by September 2022.

Statement of the Players' Board's Responsibilities

The Players' Board is required to prepare financial statements for each financial year which give a true and fair view of affairs of the Association and of the Income and Expenditure of the Association for that period. In preparing those statements, the Players' Board shall:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting and financial reporting standards have been followed; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue in business.

The Players' Board is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Association. It is also responsible for safeguarding the assets of the Association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities, by establishing and maintaining a satisfactory system of control over the Association's accounting records, cash holdings and all its receipts and remittances.

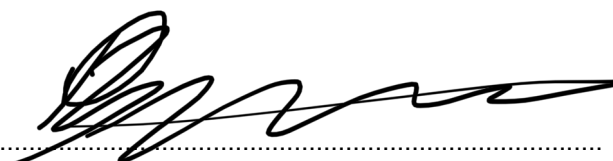
As the Players' Board we confirm that:

- there is no relevant audit information of which the Association's auditors are unaware; and
- members of the Players' Board have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Signed on behalf of the Players' Board:

Date:24/03/2023.....

Omar Beckles, Chair



**Statement of the Players' Board's responsibilities
For the year ended 30 June 2022**

The legislation relating to trade unions requires the union to submit a return for each calendar year to the Certification Officer for Trade Unions and Employers' Associations. This return contains accounts, which must give a true and fair view of the state of affairs of the union at the year end and of its transactions for the year then ended. The accounts set out on the following pages have been prepared on the same basis and are used to complete the return to the Certification Officer for Trade Unions and Employers' Associations.

The requirement to prepare financial statements that give a true and fair view is the responsibility of the Players' Board. The Players' Board is responsible for preparing the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102. In doing so, the Players' Board is required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures being disclosed and explained in the financial statements.
- Prepare the accounts on the going concern basis unless it is inappropriate to do so.

The Players' Board is responsible for keeping proper accounting records and establishing and maintaining a satisfactory system of control over its records and transactions in order to comply with the Trade Union and Labour Relations (Consolidation) Act 1992 (Amended). It is also responsible for safeguarding the assets of the union and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The union is also responsible for the maintenance and integrity of the corporate and financial information included on the union's website. Legislation in the UK governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Opinion

In our opinion, the financial statements:

- give a true and fair view of the state of the Association's affairs as at 30 June 2022 and of its result for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Trade Union and Labour Relations (Consolidation) Act 1992.

We have audited the financial statements of The Professional Footballers' Association (the 'Association') for the year ended 30 June 2022, which comprise the Statement of Comprehensive Income, the Balance Sheet, the Cashflow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" (United Kingdom Generally Accepted Accounting Practice).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Players' Board's use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Association's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Players' Board with respect to going concern are described in the relevant sections of this report.

Other information

The Players' Board is responsible for the other information. The other information comprises the information included in the Report of the Players' Board and the Appendix, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters to which the Trade Union and Labour Relations (Consolidation) Act 1992 requires us to report to you if, in our opinion:

- proper accounting records have not been kept in accordance with the requirements; or
- the Association has not maintained a satisfactory system of controls over its transactions in accordance with the requirements; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of the Players' Board

As explained more fully in the Statement of the Players' Board's Responsibilities, the Players' Board is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Players' Board determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Players' Board is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Players' Board either intend to liquidate the Association or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Extent to which the audit was capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

As part of designing our audit, we determined materiality and assessed the risks of material misstatement in the financial statements, including how fraud may occur by enquiring of management of its own consideration of fraud. We gained an understanding of the legal and regulatory framework applicable to the Association and the industry in which it operates, drawing on our broad sector experience, and considered the risk of acts by the Association that were contrary to these laws and regulations, including fraud. We focused on laws and regulations that could give rise to a material misstatement in the financial statements, including, but not limited to, the Trade Association & Labour Relations Act 1992 and UK tax legislation.

In particular, we looked at where management made subjective judgements, for example in respect of significant accounting estimates that involved making assumptions and considering future events that are inherently uncertain. We also considered potential financial or other pressures, opportunity and motivations for fraud. As part of this discussion we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Appropriate procedures included the review and testing of manual journals and key estimates and judgements made by management.

We made enquiries of management with regards to compliance with the above laws and regulations and corroborated any necessary evidence to relevant information, for example, minutes of Players' Board meetings. Our tests included agreeing the financial statements disclosures to underlying supporting documentation and enquiries with management.

Independent auditors' report to the Players' Board

We also completed the following procedures:

- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through the timing of the recognition of income or the calculation of the cost recharge to its subsidiary company;
- Assessed the appropriateness of key estimates and judgements made by management and challenged the assumptions used in accounting estimates.


Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Councils website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to The Professional Footballers' Association, as a body, in accordance with the provisions of the Trade Union and Labour Relations (Consolidation) Act 1992. Our audit work has been undertaken so that we might state to the Union those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Association as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:


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BDO LLP, statutory auditor
London, UK

Date: 29 March 2023 2023

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

The Professional Footballers' Association
Statement of Comprehensive Income
For the year ended 30 June 2022


	Note	2022 £000s	2021 £000s
Income			
Members Subscriptions and Entrance Fees		615	620
TV Rights	2	25,181	27,429
Other Income	3	2,346	298
Investment Income	4	156	155
Total Income for the year		<u>28,298</u>	<u>28,502</u>
Expenditure			
Player representation	5	599	1,418
Player benefits	6	3,509	2,954
Grants and donations	7	9,090	10,657
Administrative Expenses	8	10,064	10,180
Total Expenditure for the year		<u>23,262</u>	<u>25,209</u>
Operating surplus		5,036	3,293
(Deficit)/Surplus on revaluation of quoted investments	13	(892)	1,430
Surplus for the year before tax		4,144	4,723
Taxation	9	(622)	(160)
Surplus for the year after tax		<u>3,522</u>	<u>4,563</u>
Total comprehensive income for the year		3,522	4,563
Opening Balance		9,666	5,103
Closing Balance		<u><u>13,188</u></u>	<u><u>9,666</u></u>

The notes on pages 11 to 22 form part of these financial statements.

The Professional Footballers' Association
Balance Sheet
As at 30 June 2022

	Note	2022 £000s	2021 £000s
Fixed assets			
Tangible fixed assets	10	247	218
Investment property	11	268	268
Memorabilia	12	101	101
Investments	13	7,807	8,851
		<u>8,423</u>	<u>9,438</u>
Current assets			
Debtors	14	2,826	3,288
Cash at bank		8,135	2,186
		<u>10,961</u>	<u>5,474</u>
Creditors: Amounts falling due within one year	15	<u>(6,196)</u>	<u>(5,246)</u>
Net current assets		<u>4,765</u>	<u>228</u>
Net assets		<u><u>13,188</u></u>	<u><u>9,666</u></u>
Represented by:			
General fund		6,246	1,261
Accident fund		6,942	8,405
Total funds		<u><u>13,188</u></u>	<u><u>9,666</u></u>

Approved by the Players' Board on: 14/12/2022

Signed on behalf of the Players' Board: 

Date:24/03/2023.....

The notes on pages 11 to 22 form part of these financial statements.

The Professional Footballers' Association
Cashflow Statement
For the year ended 30 June 2022

	2022	2021
	£000s	£000s
Cash flows arising from operating activities		
Total surplus on ordinary activities for the year	4,144	4,723
Depreciation	39	37
Surplus on disposal of fixed assets	-	(26)
Investment income receivable	(156)	(155)
Deficit/(Surplus) on revaluation of investments	892	(1,430)
Change in debtors	851	3,761
Change in creditors	2,253	(4,532)
Cash from operations	8,023	2,378
Taxation paid	(161)	-
Cash inflow arising from operating activities	7,862	2,378
Cash flows from investing activities		
Purchase of tangible fixed assets	(68)	(27)
Proceeds from the sale of tangible fixed assets	-	36
Purchase of memorabilia	-	(12)
Purchase of investments	(703)	(2,398)
Proceeds from sale of investments	1,102	2,076
Investment income received	156	155
Net cash from/(used in) investing activities	487	(170)
Cash flows from financing activities		
Payments to related entities	(2,153)	(4,880)
Net cash used in financing activities	(2,153)	(4,880)
Net increase/(decrease) in cash and cash equivalents	6,196	(2,672)
Cash and cash equivalents at the beginning of the year	2,299	4,971
Cash and cash equivalents at the end of the year	8,495	2,299
Cash at bank	8,135	2,186
Cash held with investment managers	360	113
	8,495	2,299

The notes on pages 11 to 22 form part of these financial statements.

1 Accounting policies

- (a) These accounts have been prepared under the historical cost convention as modified by the revaluation of quoted investments and investment property and in accordance with Financial Reporting Standard 102 ("FRS 102"). The accounts have been prepared under historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to the financial statements.

Trade Unions are governed by the Trade Union and Labour Relations (Consolidation Act) 1992 Amended. Under that Act the accounts of Trade Unions are required to give a true and fair view. Therefore, the accounts of Trade Unions are prepared under FRS102. However, as a Trade Union is not a company the Regulations that form the basis of disclosures under FRS102 have been adapted as considered necessary to ensure the accounts give a true and fair view to the members of the Trade Union.

The Union is a public benefit entity.

The Association has not prepared consolidated financial statements.

The financial statements have been prepared in sterling, which is the functional currency of the Association. The monetary amounts of these financial statements are rounded to the nearest pound. Income and expenditure is dealt with in the various fund accounts of the Association.

The obligation to prepare these financial statements on a going concern basis has been considered by reference to budgets, forecasts and projected cash flows, as well as potential opportunities in relation to the controlled realisation of assets owned by the Association if required.

The PFA have revised the funding agreements with the Premier League as referred to in the Report of the Players' Board to secure the funding position of the PFA moving forward.

Fixed assets are initially recorded at cost. Depreciation is provided on all tangible fixed assets, except for freehold land, on a straight line basis, at rates estimated to write off the cost or valuation of each asset over its expected useful life.

The rates used are:

Freehold Property	2% Straight Line
Fixtures, Fittings and Equipment	30% Reducing balance
Motor vehicles	25% Reducing balance

No depreciation is provided on freehold land. Where no information is available as to the allocation of the original cost or valuation of property between land and buildings, best estimates of that allocation are used.

Lease payments are recognised as an expense over the lease term on a straight-line

Investments are stated in the balance sheet on the following basis:

- Quoted investments - at fair value, which is determined by reference to the quoted market price at the year end date.
- Unquoted investments – at original cost
- Memorabilia – at original cost

Provision is made against investments where there is a permanent impairment in value. Income from the investments is recognised when the monies are received. Movements in the fair value of investments are included in the Statement of Comprehensive Income.

1 Accounting policies (continued)

TV Income is recognised over the term of the agreements on a seasonal basis in line with the benefits and obligations included within the contract and based on the benefits delivered by The PFA and enjoyed by the members of The PFA. For the avoidance of doubt, the revenue is recognised July - June and this approach is also adopted for the benefits delivered to the members which relate to the contract (for example, Accident & Education grants). The revenue arising from these contracts is recognised on a straight line basis (accruals basis) over the Association's financial year.

Members Subscriptions and Entrance Fees include those amounts receivable from members in respect of the year.

Provisions for expenditure related to the the Accident Fund are included in the financial statements when there is certainty that a future payment will be made as at the balance sheet date.

Members' legal expenses are charged in these accounts net of reimbursements obtained in respect of certain cases, on an invoiced basis. No provision is made for outstanding legal costs not invoiced, or for reimbursements not received at the balance sheet date. All other income and expenditure is accounted for on an accruals basis.

Grants paid to institutions are recognised as expenditure in the year in which the grant is formally approved by the PFA. Grants to individuals are recognised as expenditure when the conditions attached to the grant are met. Grants paid to third parties on behalf of individuals are paid to those third parties and recognised as expenditure when the conditions attached to the grant are met.

The PFA incurs salary costs for its employees, administration expenses, legal and professional and other costs which are recharged to other related entities. Costs are recharged on the basis of the best estimate of the percentage of time spent by employees on activities relating to the entities. The same percentage is used to recharge costs other than salaries to the various entities. Some staff are dedicated in their entirety to one of the above entities, and the costs do not form part of the recharge calculation but are transferred in full to the appropriate entity.

Costs have been apportioned / recharged on the following basis:	2022
	%
Accident Fund	5
PFA Enterprises Limited	3
Retained in the General Fund	92
	<u><u> </u></u>

The estimate of time spent across the entities will be re-assessed annually. Costs incurred by the General Fund in relation to activities undertaken by the Charity are provided free of charge.

As referred to in the Player's Board report, monies previously directed to the Charity under the Collective Bargaining Agreements with the Premier League, EFL and the FA are received by the PFA starting in 2020. Similarly, the costs incurred by the PFA in relation to activities undertaken by the Charity are being provided free of charge (as "donated services"). The ongoing restructuring process with the ultimate aim of delineation of the Union and the Charity's activities is expected to be completed by July 2022.

Provisions for future expenditure are included in the accounts, only where the Association has a present obligation to meet such expenditure.

Provision is only made for material corporation tax on investment income and capital gains arising in the year after relief given for provident benefits paid. No provision is made for any potential corporation tax.

Value added tax (VAT) is only partially recoverable. The recoverable element is shown separately in the income statement. All expenditure is shown inclusive of VAT where applicable.

1 Accounting policies (continued)

Corporation tax is payable on the excess of interest income, rental income and chargeable gains arising on the disposal of properties and investments over expenditure on the provident benefits and reinvested chargeable gains for the year.

Provident benefits comprise of payments as set out in the rules of the Association, which relate to death benefit and legal assistance, and a proportion of the costs of administrating the Association in relation to those benefits.

Deferred tax liabilities are generally recognised for all timing differences and deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable income. Deferred tax is calculated at the tax rates that are expected to apply in the period where the liability is settled or the asset is realised. Deferred tax is charged or credited in the income and expenditure account.

The Association has adopted a reinvestment policy whereby all realised proceeds on the disposal of investments are reinvested into other chargeable assets, thereby eliminating any current tax liability and thereby the need for the recognition of a deferred tax liability. Where the proceeds are not fully invested no current tax liability is considered likely to arise due to expenditure on provident benefits exceeding any chargeable gains that might arise.

Financial assets are recognised in the Association's balance sheet when the Association becomes party to the contractual provisions of the instrument. Financial assets are classified into specified categories. The classification depends on the nature and purpose of the financial assets and is determined at the time of recognition.

Basic financial assets, which include trade and other receivables and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets, other than those held at fair value through the income and expenditure account, are assessed for indicators of impairment at each reporting end date.

Basic financial liabilities, including trade and other payables, are initially recognised at the transaction price unless the arrangement constitutes a financing transaction.

The Association contributes to personal pensions for employees in a defined contribution scheme. The assets are invested and managed independently of the finances of the Association. The costs are charged to management expenses over the periods benefiting from the employee's services.

1 Accounting policies (continued)

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies selected for use by the union. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the consolidated financial statements are as follows:

- (t)
- Investments – quoted investments are disclosed at market value at the Balance Sheet date. Unquoted investments are disclosed at their original cost or current value as determined by, either an independent third party or the latest external transaction price.

Use of available information and application of judgement are inherent in the formation of estimates. Actual outcomes in the future could differ from such estimates. In preparing these financial statements, the union has made the following judgements:

- As described in accounting policy (f), TV rights income is recognised in full in the financial year to 30 June every year despite the relevant contracts covering the year to 31 July each year. In doing so, management have made the judgement that all the Association's obligations to the members of the PFA arising from the contracts have been delivered within the football season which ends before 30 June each year. As such, management consider it appropriate for the full contract value to be recognised within the financial year (July to June) despite the contract spanning the year end (August to July).
- Under HMRC rules affecting the taxation of trade unions, a corporation tax liability does not arise on chargeable gains arising from the disposal of properties and investments where such gains are reinvested into other chargeable assets in the same accounting period. The Union has adopted a policy whereby such chargeable gains are all reinvested, thereby eliminating any corporation tax liability. Where the proceeds are not fully reinvested, no corporation tax liability is considered likely to arise due to the availability of sufficient excess expenditure on provident benefits. Accordingly, in the opinion of the management, the revaluation of properties and investments does not.

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

	2022	2021
	£000s	£000s
2 TV Rights		
Premier League	22,790	22,790
English Football League	2,391	2,391
Football Association	-	2,248
	25,181	27,429
3 Other income		
Rental Income	83	27
Profit on sale of motor vehicle	-	26
PFA Charity/Players Foundation	1,804	-
Miscellaneous Income	197	73
Recharge to PFA Enterprises Ltd	262	172
	2,346	298
4 Investment income		
Bank interest	3	1
Dividend income	152	151
Investment interest	-	2
TU	1	1
	156	155
5 Player representation		
Legal fees	599	1,418
	599	1,418

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

6 Player benefits	2022	2021
	£000s	£000s
Insurance Premiums	1,051	970
Legal and Professional Fees	12	35
Medical Fees and Grants	1,567	1,137
Permanent Total Disability Payment	403	403
PFA Rehabilitation Programme	380	343
Consultancy fees	24	-
Other Costs	72	66
	3,509	2,954

7 Grants and donations	2022	2021
	£000s	£000s
Grants:		
Grants to members	1,804	-
LFE Education Grants	1,642	-
Youth Development	4,900	4,900
Integrated Coaching Strategy	200	50
Player to Coach Scheme	415	-
Other grants	39	88
Donations:		
PFA Charity/Players Foundation	-	4,663
Covid-19 testing	-	822
Other	90	134
	9,090	10,657

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

8 Administrative Expenses	2022 £000s	2021 £000s
Salaries and wages	5,176	6,854
Social security costs	1,046	923
Pension costs – defined contribution	600	486
Other staff costs	231	92
Staff remuneration and expenses	7,053	8,355
Motor and travelling expenses	683	285
Postage and telephone	38	40
Printing and stationery	110	27
Digital Transformation, Technology & Communications Costs	830	613
Rent, rates, insurance, light and heat	463	251
Repairs, maintenance and office refurbishment	92	80
Audit and accountancy fees	120	22
Management fees	59	57
Affiliation fees	15	16
Consultancy fees	246	357
Irrecoverable VAT	21	40
Depreciation	39	37
Other	295	-
	10,064	10,180

The average number of employees during the year, calculated on the basis of full-time equivalent, was 65 (2021: 61).

	2022 £000s	2021 £000s
Included in Audit and accountancy fees above:		
Auditor's remuneration	40	15
Auditor's remuneration - non-audit services	5	3

Auditor's remuneration of £50,000 allocated 40% General Fund, 40% Accident Fund & 20% Enterprise.

9 Taxation	2022 £000s	2021 £000s
Current tax	622	160

The Association is not liable to tax on income from its members. Taxation is payable to the extent that other income and capital gains exceeded allowable provident benefits.

	2022 £000s	2021 £000s
Reconciliation of tax expense		
Surplus as per accounts	4,144	4,723
Adjustment for non-taxable items	(1,924)	(3,878)
Surplus assessable to tax	3,272	845
Provision at 19%	622	160

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

10 Fixed assets

	Land & Buildings £000s	Fixtures, fittings & equipment £000s	Total £000s
Cost			
At 1 July 2021	164	754	918
Additions	-	68	68
Disposals	-	(28)	(28)
	<hr/>	<hr/>	<hr/>
At 30 June 2022	164	794	958
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 July 2021	-	700	700
Charge for the year	-	39	39
Disposals	-	(28)	(28)
	<hr/>	<hr/>	<hr/>
At 30 June 2022	-	711	711
	<hr/>	<hr/>	<hr/>
Net book value			
At 30 June 2022	164	83	247
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
Net book value			
At 30 June 2021	164	54	218
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

11 Investment property

	2022 £000s	2021 £000s
Market value		
At 1 July 2021 and 30 June 2022	268	268
	<hr/> <hr/>	<hr/> <hr/>
Historical cost	268	268
	<hr/> <hr/>	<hr/> <hr/>

An external valuation for the property was obtained in March 2020. The Players' Board are not aware of any external factors that indicate that this is not the fair value of the property at the balance sheet date.

12 Memorabilia

	2022 £000s	2021 £000s
Cost		
At 1 July 2021	101	89
Additions	-	12
	<hr/>	<hr/>
At 30 June 2022	101	101
	<hr/> <hr/>	<hr/> <hr/>

Memorabilia are stated at cost less any impairment losses. No impairment exercise was carried out in 21-22

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

13 Investments	Quoted investments £000s	Bank deposits £000s	Unquoted shares £000s	Total £000s
Valuation / Cost				
At 1 July 2021	8,738	113	-	8,851
Additions	703	-	-	703
Disposal proceeds / cost	(1,102)	-	-	(1,102)
Change in cash under management	-	247	-	247
Change in market value	(892)	-	-	(892)
At 30 June 2022	7,447	360	-	7,807
Valuation / Cost				
At 1 July 2020	6,986	331	-	7,317
Additions	2,398	-	-	2,398
Disposal proceeds / cost	(2,076)	-	-	(2,076)
Change in cash under management	-	(218)	-	(218)
Change in market value	1,430	-	-	1,430
At 30 June 2021	8,738	113	-	8,851

Quoted investments are invested in readily accessible markets, primarily the London Stock Exchange. Investment are carried at fair value, being the market value at the year end. Asset sales and purchases are recognised at their transaction value. The main investment risk lies in the combination of uncertain investment markets and volatility in yield. The Association manages these risks by retaining expert advisors.

	2022 £000s	2021 £000s
Quoted Investments historical cost	6,773	7,012

The Unquoted investment is the Association's shareholding in its 100% owned subsidiary PFA Enterprises Limited.

No provision for permanent impairment in value of investments is considered necessary.

14 Debtors	2022 £000s	2021 £000s
Trade debtors	1,560	1,983
Amounts due from PFA Enterprises Limited	389	-
VAT	318	985
Other Debtors	559	320
	2,826	3,288

Trade debtors includes £1,186,798 which is due in more than one year.

The Professional Footballers' Association
Notes to the accounts (continued)
For the year ended 30 June 2022

15 Creditors: Amounts falling due within one year	2022	2021
	£000s	£000s
Trade Creditors and Accrued Charges	3,456	2,643
Amounts due to PFA Enterprises Limited	-	21
Amounts due to PFA Charity/Players Foundation	218	1,961
Amounts due to League Football Education	1,642	-
Other creditors	-	73
Taxation	621	160
Other taxes and Social Security Costs	259	388
	6,196	5,246

Other creditors relate to an amount held for a third party and is also held in cash.

16 Financial Instruments	2022	2021
	£000s	£000s
The carrying amount for each category of financial instrument is as follows:		
Financial assets		
Measured at fair value through statement of comprehensive income	7,447	8,738
Debt instruments measured at amortised cost	11,003	4,602
Financial liabilities		
Financial liabilities measured at amortised cost	5,316	4,625

Financial assets measured at fair value through the statement of comprehensive income comprise quoted fixed asset investments.

Financial assets that are debt instruments measured at amortised cost comprise cash at bank, bank deposits, trade debtors, other debtors, amounts due from PFA Enterprises Limited and amounts due from PFA Charity/Players Foundation.

Financial liabilities measured at amortised cost comprise trade creditors, accruals, amounts due to other PFA Funds and taxation and social security costs.

17 Capital commitments

As at 30 June 2022 the Association had capital commitments totalling £Nil (2021 - £nil).

18 Operating leases

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2022 £000s	2021 £000s
Within one year	97	97
Total	97	97

19 Related parties

Key management	2022 £000s	2021 £000s
Salary of highest paid employee:		
Salary	350	1,198
Bonus	207	700
Settlement	-	1,200
Benefits in kind	87	57
Total	644	3,155

Key management for 21-22 includes Maheta Molango (CEO), Patrick Coyle (COO) who joined 16/05/22, Ben Wright (Director of External Affairs) who joined 20/06/22 and James King (General Counsel) who joined 30/05/22. Key management personnel for 20-21 were G Taylor OBE, J Bramhall, B Barnes and D Wilson.

The members of the Players' Board receive a fixed amount of £300 for attending meetings as per Rule 8.11 of The Rules of the Professional Footballers' Association. The total paid to the Players' Board during the year totalled £70,800 (2021: £44,700).

Other related parties

PFA Enterprises Limited is a 100% subsidiary company registered in England & Wales.

The Players Foundation

Historically, The PFA had a separate charitable entity called "The PFA Charity/Players Foundation". In 2020, as a consequence of various reviews by the Charity Commission, an Independent Review concluded, amongst other things, that the PFA Charity/Players Foundation & PFA Union should be separated both constitutionally and operationally. Accordingly, the PFA Charity/Players Foundation is now administered and managed by Trustees, in accordance with its own constitution (the Articles of Association). Trustees act only and exclusively in the interests of the Charity whether it be as Members or Directors (trustees), in accordance with trite law. Darren Wilson was a trustee of The PFA Charity/Players Foundation until 1 July 2022. Furthermore,

League Football Education (LFE) is a registered charity and company incorporated in England & Wales. Maheta Molango was appointed as a trustee on 11 October 2021.

Related transactions during the year were as follows:

Income & Expenditure	Expenses recharged	Donations paid	Salary recharges	Rent charged
2022	£000s	£000s	£000s	£000s
PFA Charity/Players Foundation	7	-	-	270
PFA Enterprises Limited	73	-	189	-
League Football Education	-	-	-	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Balance Sheet	Debtors	Creditors
	£'000	£'000
PFA Charity/Players Foundation	-	218
PFA Enterprises Limited	389	-
League Football Education	-	1,642
	<u> </u>	<u> </u>

Income & Expenditure	Expenses recharged	Donations paid	Salary recharges	Rent charged
2021	£000s	£000s	£000s	£000s
PFA Charity/Players Foundation	16	4,663	-	164
PFA Enterprises Limited	175	-	-	-
League Football Education	-	-	59	-
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

Balance Sheet	Debtors	Creditors
	£'000	£'000
PFA Charity/Players Foundation	-	-
PFA Enterprises Limited	-	1,961
League Football Education	-	21
	<u> </u>	<u> </u>

Balances with related parties are shown in notes 14 and 15.

Key management and personnel compensation of £nil (2021 - £nil) was paid in the year, comprising salary, benefits in kind, employer national insurance contributions, employer pension contributions and allowances.

The Professional Footballers' Association Annual Report and Accounts

For the year ended 30 June 2022

Appendix

The following information does not form part of the statutory accounts

Contents

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Appendix - Income & Expenditure
For the year ended 30 June 2022

Appendix

	General Fund £000s	Accident fund £000s	2022 £000s	General Fund £000s	Accident fund £000s	2021 £000s
Income						
Members subscriptions and Entrance fees	615	-	615	620	-	620
TV Rights						
Premier League	20,790	2,000	22,790	19,142	3,648	22,790
English Football League	1,195	1,196	2,391	1,195	1,196	2,391
Football Association	-	-	-	1,648	600	2,248
Other income						
Rental income	76	7	83	20	7	27
Profit on sale of motor vehicle	-	-	-	26	-	26
Miscellaneous income	197	-	197	73	-	73
PFA Charity/Players Foundation	1,804	-	1,804	-	-	-
Recharge to PFA Enterprises	262	-	262	172	-	172
Investment income						
Bank interest	2	1	3	1	-	1
Dividend income	14	139	153	16	138	154
Total Income for the Year	24,955	3,343	28,298	22,913	5,589	28,502
Expenditure						
Player representation	599	-	599	1,418	-	1,418
Player benefits	-	3,509	3,509	-	2,954	2,954
Grants and donations	9,090	-	9,090	10,657	-	10,657
Administrative Expenses						
Staff remuneration and expen	7,053	-	7,053	8,102	253	8,355
Other administrative costs	2,486	486	2,972	1,706	82	1,788
Depreciation	34	5	39	32	5	37
Total Expenditure for the Year	19,262	4,000	23,262	21,915	3,294	25,209

Operating surplus/(deficit)	5,693	(657)	5,036	998	2,295	3,293
(Deficit)/Surplus on revaluation of quoted investments	(86)	(806)	(892)	177	1,253	1,430
Surplus/(Deficit) for the year before tax	5,607	(1,463)	4,144	1,175	3,548	4,723
Taxation	(622)	-	(622)	(160)	-	(160)
Surplus/(Deficit) for the year after tax	4,985	(1,463)	3,522	1,015	3,548	4,563
Opening Balance	1,261	8,405	9,666	246	4,857	5,103
Closing Balance	6,246	6,942	13,188	1,261	8,405	9,666

The Professional Footballers' Association
Appendix - Balance Sheets
As at 30 June 2022

Appendix

	General £000s	Accident £000s	£000s	General £000s	Accident £000s	£000s
Fixed assets						
Tangible fixed assets	160	87	247	125	93	218
Investment property	268	-	268	268	-	268
Memorabilia	101	-	101	101	-	101
Investments						
Quoted investments	739	6,708	7,447	1,079	7,659	8,738
Bank deposits	25	335	360	13	100	113
PFA Enterprises Limited	-	-	-	-	-	-
	<u>1,293</u>	<u>7,130</u>	<u>8,423</u>	<u>1,586</u>	<u>7,852</u>	<u>9,438</u>
Current assets						
Debtors	2,032	794	2,826	2,313	975	3,288
Cash at bank	7,916	219	8,135	1,750	436	2,186
	<u>9,948</u>	<u>1,013</u>	<u>10,961</u>	<u>4,063</u>	<u>1,411</u>	<u>5,474</u>
Creditors: Amounts falling due within one year	(5,434)	(762)	(6,196)	(4,674)	(572)	(5,246)
Interfund balance	439	(439)	-	286	(286)	-
Net current assets	<u>4,953</u>	<u>(188)</u>	<u>4,765</u>	<u>(325)</u>	<u>553</u>	<u>228</u>
Net assets	<u><u>6,246</u></u>	<u><u>6,942</u></u>	<u><u>13,188</u></u>	<u><u>1,261</u></u>	<u><u>8,405</u></u>	<u><u>9,666</u></u>

**Appendix - Balance Sheet
Notes
As at 30 June 2022**

Appendix

	General Fund £000s	Accident fund £000s	2022 £000s	General Fund £000s	Accident fund £000s	2021 £000s
Tangible fixed assets						
Land & Buildings	82	82	164	82	82	164
Fixtures, fittings & equipment	78	5	83	43	11	54
	160	87	247	125	93	218
Quoted investments - Valuation						
At 1 July 2021	1,079	7,659	8,738	873	6,113	6,986
Additions	71	632	703	153	2,245	2,398
Disposal proceeds	(325)	(777)	(1,102)	(124)	(1,952)	(2,076)
Change in market value	(86)	(806)	(892)	177	1,253	1,430
At 30 June 2022	739	6,708	7,447	1,079	7,659	8,738
Debtors						
Trade debtors	(22)	1,582	1,560	5	1,978	1,983
Amounts due from PFA Enterprises Limited	460	(71)	389	-	-	-
VAT	1,061	(743)	318	2,034	(1,049)	985
Other Debtors	533	26	559	274	46	320
	2,032	794	2,826	2,313	975	3,288
Creditors: Amounts falling due within one year						
Trade Creditors and Accrued Charges	2,698	758	3,456	2,260	383	2,643
Amounts due to PFA Enterprises Limited	-	-	-	(168)	189	21
Amounts due to PFA Charity/Players Foundation	214	4	218	1,961	-	1,961
Amounts due to LFE	1,642	-	1,642	-	-	-
Other creditors	-	-	-	73	-	73
Taxation	621	-	621	160	-	160
Other taxes and Social Security Costs	259	-	259	388	-	388
	5,434	762	6,196	4,674	572	5,246

Appendix - Consolidated Income & Expenditure
For the year ended 30 June 2022

Appendix

	*Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2022 £000s	Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2021 £000s
Income								
Members subscriptions and Entrance fees	615	-	-	615	620	-	-	620
TV Rights								
Premier League	22,790	-	-	22,790	22,790	-	-	22,790
English Football League	2,391	-	-	2,391	2,391	-	-	2,391
Football Association	-	-	-	-	2,248	-	-	2,248
Enterprises income	-	2,111	-	2,111	-	2,273	-	2,273
Other income								
Rental income	83	-	(7)	76	27	-	(7)	20
Profit on sale of motor vehicle	-	-	-	-	26	-	-	26
Miscellaneous income	197	63	-	260	73	-	-	73
PFA Charity/Players Foundation	1,804	-	-	1,804	-	-	-	-
Recharge to PFA Enterprises Ltd	262	-	(262)	-	172	-	(172)	-
Investment income								
Bank interest	3	-	-	3	1	-	-	1
Dividend income	153	-	-	153	154	-	-	154
Total Income for the Year	28,298	2,174	(269)	30,203	28,502	2,273	(179)	30,596
Expenditure								
Player representation	599	-	-	599	1,418	-	-	1,418
Player benefits	3,509	-	-	3,509	2,954	-	-	2,954
Grants and donations	9,090	-	-	9,090	10,657	52	-	10,709
Enterprise cost of sales	-	722	-	722	-	688	-	688
Administrative Expenses								
Staff remuneration and expenses	7,053	386	-	7,439	8,355	363	-	8,718
Other administrative costs	2,972	721	(269)	3,424	1,788	583	(179)	2,192
Depreciation	39	8	-	47	37	12	-	49
Deficit on disposal of fixed assets	-	-	-	-	-	7	-	7
Interest payable	-	-	-	-	-	3	-	3
Total Expenditure for the Year	23,262	1,837	(269)	24,830	25,209	1,708	(179)	26,738

The Professional Footballers' Association
Appendix - Consolidated Income & Expenditure
For the year ended 30 June 2022

Appendix

	*Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2022 £000s	Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2021 £000s
Operating surplus	5,036	337	-	5,373	3,293	565	-	3,858
(Deficit)/Surplus on revaluation of quoted investments	(892)	-	-	(892)	1,430	-	-	1,430
Surplus for the year before tax	4,144	337	-	4,481	4,723	565	-	5,288
Taxation	(622)	(169)	-	(791)	(160)	(208)	-	(368)
Surplus for the year after tax	3,522	168	-	3,690	4,563	357	-	4,920
Total comprehensive income for the year	3,522	168	-	3,690	4,563	357	-	4,920
Opening Balance	9,666	816	-	10,482	5,103	459	-	5,562
Closing Balance	13,188	984	-	14,172	9,666	816	-	10,482

The Professional Footballers' Association
Appendix - Consolidated Balance Sheets
As at 30 June 2022

Appendix

	*Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2022 £000s	Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2021 £000s
Fixed assets								
Tangible fixed assets	247	107	-	354	218	114	-	332
Investment property	268	-	-	268	268	-	-	268
Memorabilia	101	-	-	101	101	-	-	101
Investments								
Quoted investments	7,447	3	-	7,450	8,738	3	-	8,741
Bank deposits	360	-	-	360	113	-	-	113
Unquoted investments	-	24	-	24	-	24	-	24
	<u>8,423</u>	<u>134</u>	<u>-</u>	<u>8,557</u>	<u>9,438</u>	<u>141</u>	<u>-</u>	<u>9,579</u>
Current assets								
Debtors	2,826	1,332	(389)	3,769	3,288	704	-	3,971
Cash at bank	8,135	733	-	8,868	2,186	233	-	2,419
	<u>10,961</u>	<u>2,065</u>	<u>(389)</u>	<u>12,637</u>	<u>5,474</u>	<u>937</u>	<u>-</u>	<u>6,390</u>
Creditors: Amounts falling due within one year	<u>(6,196)</u>	<u>(1,215)</u>	<u>389</u>	<u>(7,022)</u>	<u>(5,246)</u>	<u>(262)</u>	<u>-</u>	<u>(5,487)</u>
Net current assets	<u>4,765</u>	<u>850</u>	<u>-</u>	<u>5,615</u>	<u>228</u>	<u>675</u>	<u>-</u>	<u>903</u>
Net assets	<u>13,188</u>	<u>984</u>	<u>-</u>	<u>14,172</u>	<u>9,666</u>	<u>816</u>	<u>-</u>	<u>10,482</u>

Appendix - Consolidated Balance Sheet Notes
As at 30 June 2022

Appendix

	Total Funds (GF &AF) £000s	PFA Enterprises £000s	Elimination £000s	Group 2022 £000s	Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2021 £000s
Tangible fixed assets								
Land & Buildings	164	94	-	258	164	98	-	262
Fixtures, fittings & equipment	83	13	-	96	54	16	-	70
	<u>247</u>	<u>107</u>	<u>-</u>	<u>354</u>	<u>218</u>	<u>114</u>	<u>-</u>	<u>332</u>
Quoted investments - Valuation								
At 1 July 2021	8,738	3	-	8,741	6,986	3	-	6,989
Additions	703	-	-	703	2,398	-	-	2,398
Disposal proceeds	(1,102)	-	-	(1,102)	(2,076)	-	-	(2,076)
Change in market value	(892)	-	-	(892)	1,430	-	-	1,430
At 30 June 2022	<u>7,447</u>	<u>3</u>	<u>-</u>	<u>7,450</u>	<u>8,738</u>	<u>3</u>	<u>-</u>	<u>8,741</u>
Debtors								
Trade debtors	1,560	(5)	-	1,555	1,983	181	-	2,164
Intergroup balances	389	-	(389)	-	-	21	(21)	-
VAT	318	417	-	735	985	(139)	-	846
Other Debtors	559	920	-	1,479	320	641	-	961
	<u>2,826</u>	<u>1,332</u>	<u>(389)</u>	<u>3,769</u>	<u>3,288</u>	<u>704</u>	<u>(21)</u>	<u>3,971</u>

Appendix - Consolidated Balance Sheet Notes
As at 30 June 2022

Appendix

	Total Funds (GF &AF) £000s	PFA Enterprises £000s	Elimination £000s	Group 2022 £000s	Total Funds £000s	PFA Enterprises £000s	Elimination £000s	Group 2021 £000s
Creditors: Amounts falling due within one year								
Trade Creditors and Accrued Charges	3,456	465	-	3,921	2,643	372	21	3,015
Intergroup balances	-	389	(389)	-	21	-	(21)	-
Amounts due to PFA Charity/Players Foundation	218	87	-	305	1,961	(323)	-	1,638
Amounts due to LFE	1,642	-	-	1,642	-	-	-	-
Other creditors	-	-	-	-	73	-	-	73
Taxation	621	274	-	895	160	208	-	368
Other taxes and Social Security Costs	259	-	-	259	388	5	-	393
	6,196	1,215	(389)	7,022	5,246	262	-	5,487

Membership audit certificate

made in accordance with section 24ZD of the Trade Union and Labour
Relations (Consolidation) Act 1992

(See notes 97 to 103)

At the end of the reportign period proceding the one to which this audit relates was the total membership of the trade union greater than 10,000?

No

If "YES" please complete SECTION ONE below or provide the equivalent information on a separate document to be submitted with the completed AR21

If "NO" please complete SECTION TWO below or provide the equivalent information on a separate document to be submitted with the completed AR21

Membership audit certificate

Section one

For a trade union with more than 10,000 members, required by section 24ZB of the 1992 Act to appoint an independent assurer

- 1 In the opinion of the assurer appointed by the trade union was the union's system for compiling and maintaining its register of the names and addresses of its members satisfactory to secure, so far as is reasonably practicable, that the entries in its register were accurate and up-to-date throughout the reporting period?

Yes / No

- 2 In the opinion of the assurer has he/she obtained the inforamation and explanations necessary for the performance of his/her functions?

Yes / No

If the answer to **either** questions 1 or 2 above is "NO" the assurer must:

- (a) set out below the assurer's reasons for stating that
- (b) provide a description of the information or explanation requested or required which has not been obtained
- (c) state whether the assurer required that information or those explanations from the union's officers, or officers of any of its branches or sections under section 24ZE of the 1992 Act
- (d) send a copy of this certificate to the Certification Officer as soon as is reasonably practicable after it is provided to the union.

Membership audit certificate (continued)

Signature of assurer	
Name	
Address	
Date	
Contact name and telephone number	

Membership audit certificate

Section two

For a trade union with no **more than 10,000 members** at the end of the reporting period preceding the one to which this audit relates.

To the best of your knowledge and belief has the trade union during this reporting period complied with its duty to compile and maintain a register of the names and addresses of its members and secured, so far as is reasonably practicable, that the entries in the register are accurate and up-to-date?

Yes

If "No" Please explain below:

[Large greyed-out area for explanation if "No" was selected]

Signature	<i>Pat Coyle</i>
Name	Patrick Coyle
Office held	COO
Date	23-Mar-23