

# RYANAIR GENDER PAY REPORT

Ryanair is an equal pay employer and we are proud of the thousands of professional men and women who work hard to deliver great service and Europe's lowest fares to our customers. Like all airlines, our gender pay in the UK is materially affected by the relatively low numbers of female pilots in the aviation industry. In Ryanair's case our management and administration are based largely in Ireland, so the vast majority of our UK based colleagues are pilots or cabin crew.

In recent years, the number of female pilots applying to Ryanair has increased and we are committed to developing this welcome trend. It is a feature of the aviation industry that more males than females choose to enter the pilot profession.



All of our UK pilots and cabin crew are covered by negotiated collective agreements, under which our female pilots and cabin crew are paid the same basic salary and the same variable pay rates as their male colleagues.

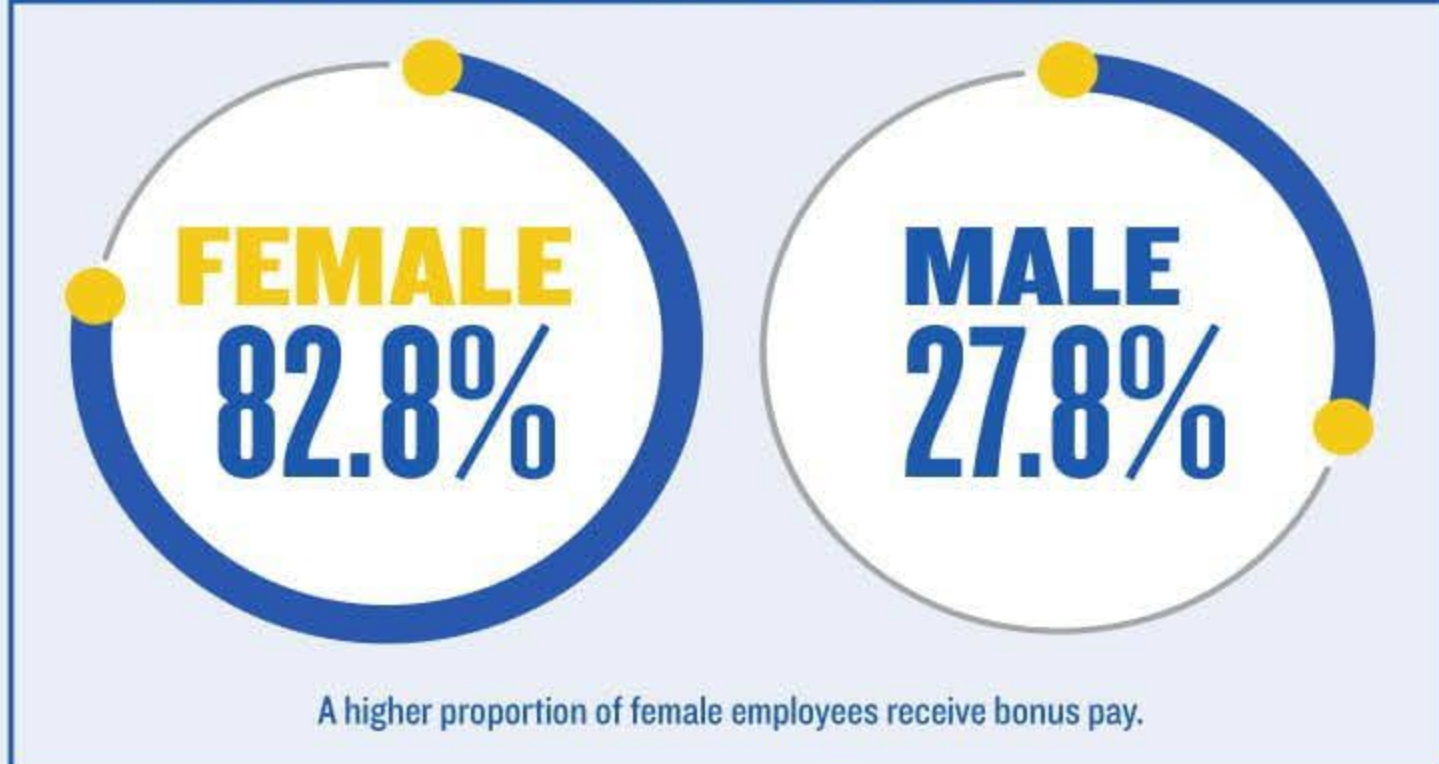


## PER CATEGORY

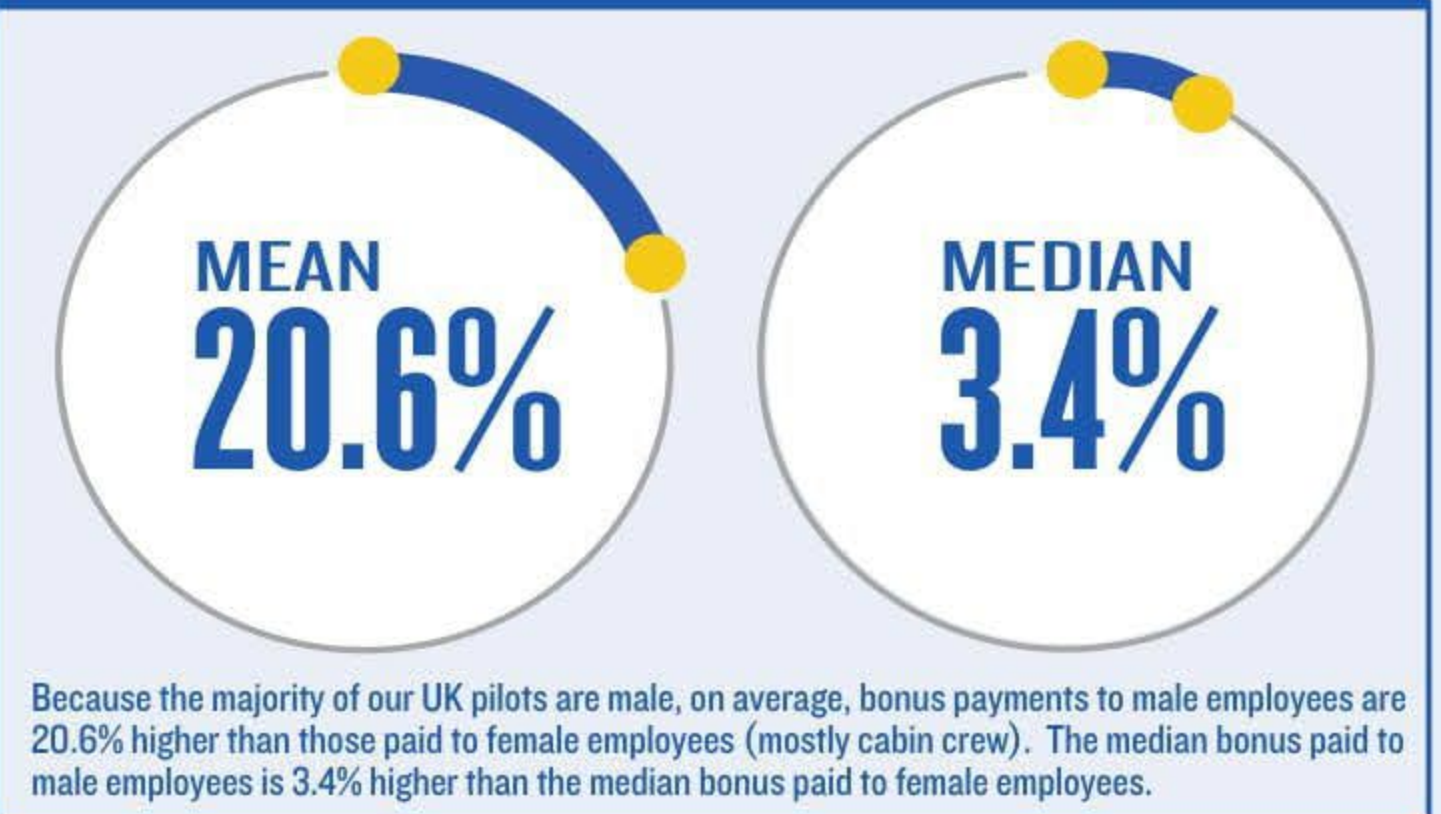
|               |       |
|---------------|-------|
| UK PILOTS     | 554   |
| UK CABIN CREW | 586   |
| UK NON CREW   | 42    |
| TOTAL         | 1,182 |



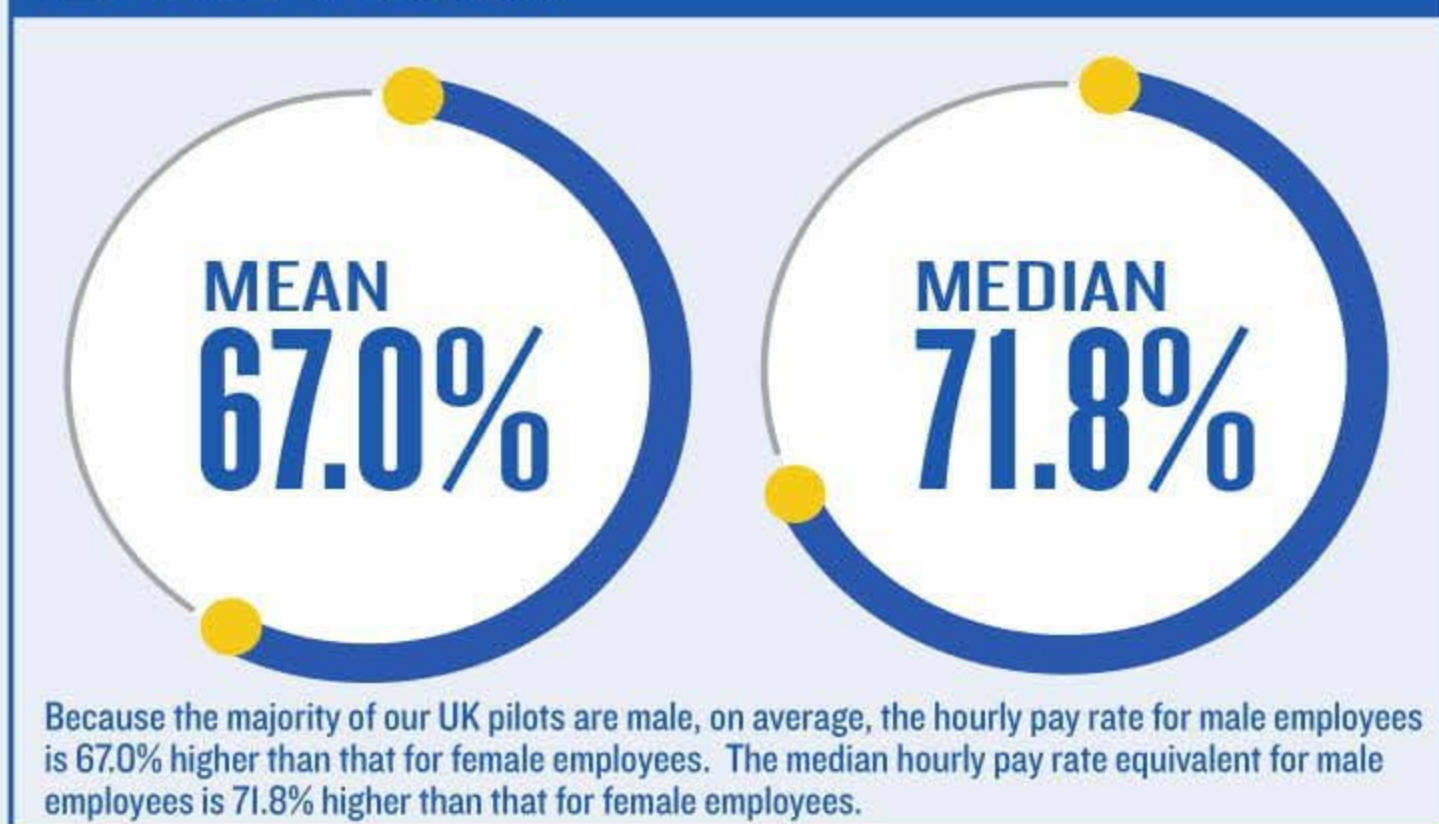
## PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



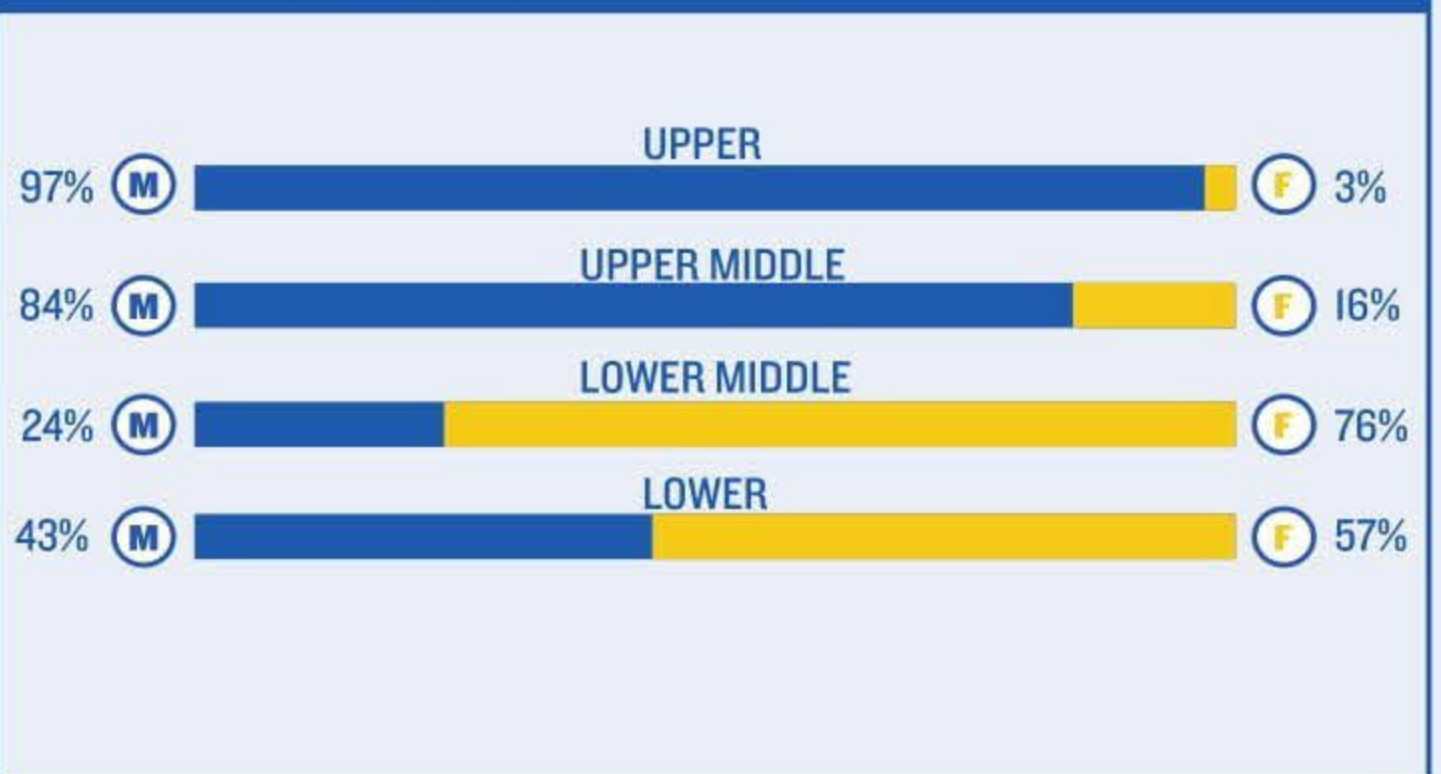
## BONUS PAY GAP



## HOURLY PAY GAP



## QUARTILE BAND PROPORTIONS - MALE AND FEMALE UK EMPLOYEES



I confirm the data reported is accurate.

Darrell Hughes, Director of HR Strategy & Operations, Ryanair.