

RYANAIR GENDER PAY REPORT 2018

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 number of female pilots in the airline industry. In Ryanair's case our management and administration are based largely in Ireland, so almost all of our UK based colleagues are pilots or cabin crew.

Although it is a global feature of the aviation industry that more males than females choose to enter the pilot profession, we continue to see a welcome increase in the number of female pilot applicants. In the past year we have doubled the number of female pilots in the UK and are committed to continuing this growth in the coming years.



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.



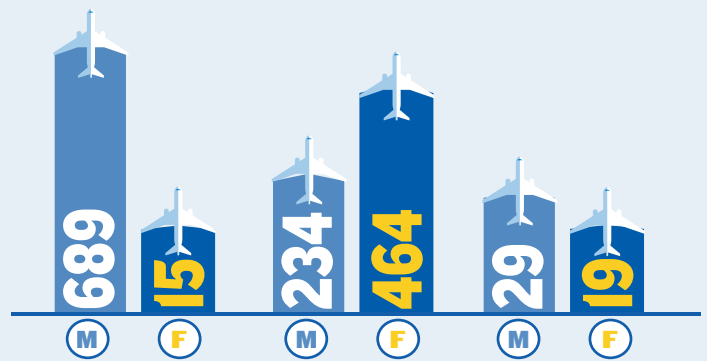
PER CATEGORY

| | |
|---------------|-------|
| UK PILOTS | 704 |
| UK CABIN CREW | 698 |
| UK NON CREW | 48 |
| TOTAL | 1,450 |

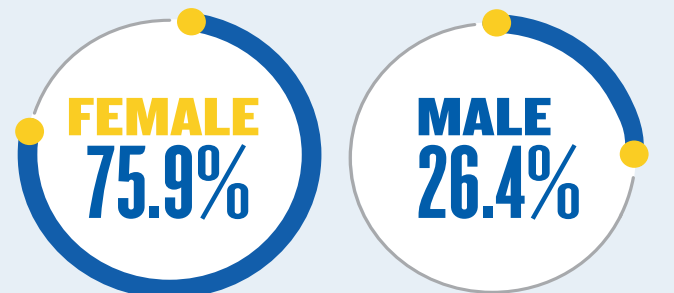
UK PILOTS

UK CABIN CREW

UK NON CREW

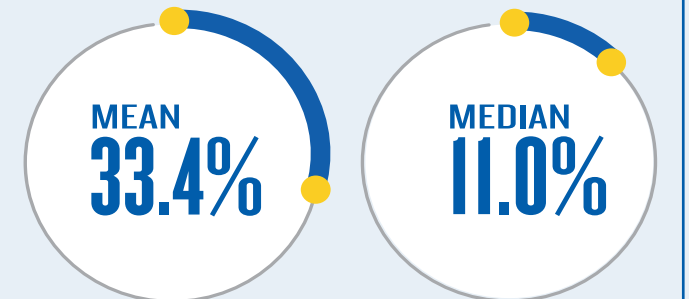


PROPORTION OF MALE AND FEMALE UK EMPLOYEES RECEIVING BONUS PAY



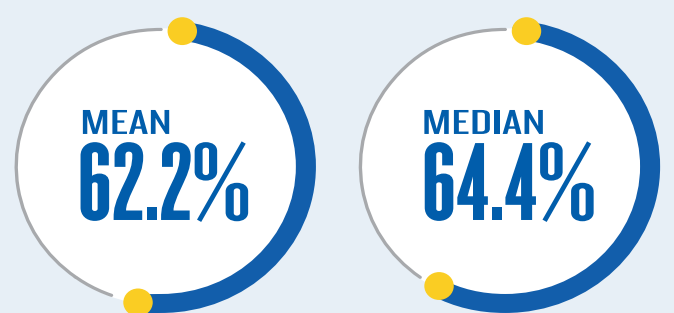
A higher proportion of female employees receive bonus pay.

BONUS PAY GAP



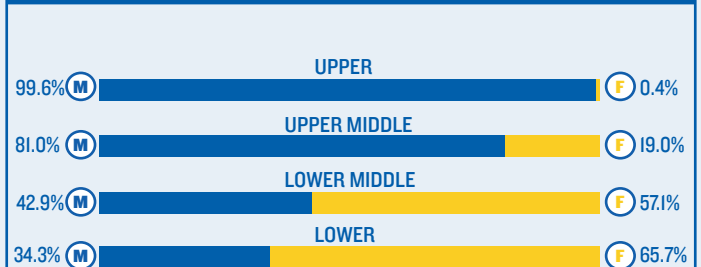
Because the majority of our UK pilots are male, on average, bonus payments to male employees are 33.4% higher than those paid to female employees (mostly cabin crew). The median bonus paid to male employees is 11.0% higher than the median bonus paid to female employees.

HOURLY PAY GAP



Because the majority of our UK pilots are male, on average, the hourly pay rate for male employees is 62.2% higher than that for female employees. The median hourly pay rate equivalent for male employees is 64.4% higher than that for female employees.

QUARTILE BAND PROPORTIONS – MALE AND FEMALE UK EMPLOYEES



I confirm the data reported is accurate.

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