

# GENDER PAY GAP REPORT 2020

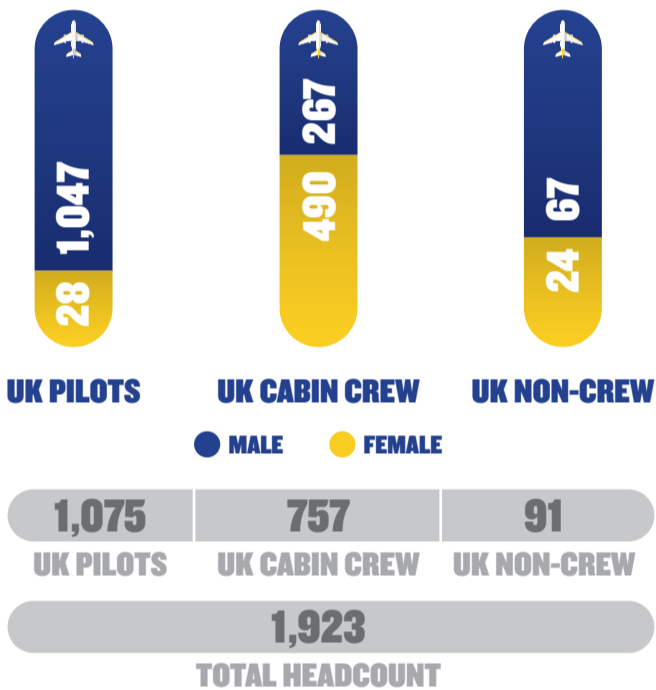
All of our UK pilots and cabin crew are covered by negotiated collective agreements, under which our female pilots and cabin crew are paid the same basic salary and the same variable pay rates as their male colleagues. Due to the impact of the Covid-19 pandemic, Ryanair's fleet was fully grounded in April 2020 and all Ryanair UK employees were furloughed under the Coronavirus Job Retention Scheme. Under the regulation, those employees should be excluded from the gender pay gap calculations however for the purpose of transparency, we have conducted a 12 month review on our gender pay gap as if none of our staff were furloughed. This gives a more transparent and accurate representation of our gender pay gap.

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.

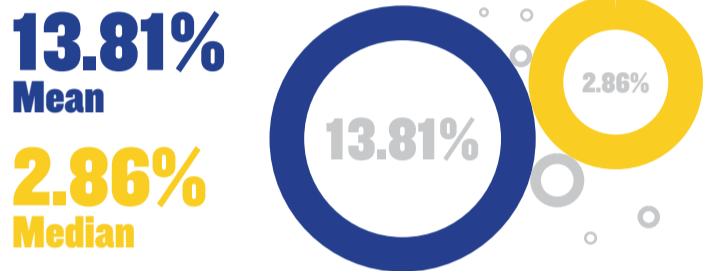
Although it is a global feature of the aviation industry that more males than females choose to enter the pilot profession, we continue to see a welcome increase in the number of female pilot applicants. In the past year we have doubled the number of female pilots in the UK and are committed to continuing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

Our PLC board gender distribution is 40% females, and our office staff throughout our European operation are evenly split 50:50 male to female.

## HEADCOUNT



## BONUS PAY GAP (MEAN & MEDIAN)



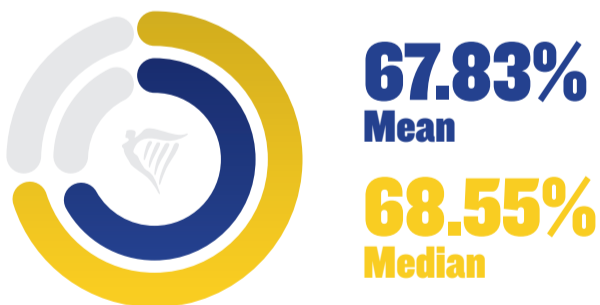
Because the majority of our UK pilots are male, on average, bonus payments to male employees are 13.81% higher than those paid to female employees (mostly cabin crew). The median bonus paid to male employees is 2.86% higher than the median bonus paid to female employees.

## % MALE/FEMALE RECEIVING A BONUS



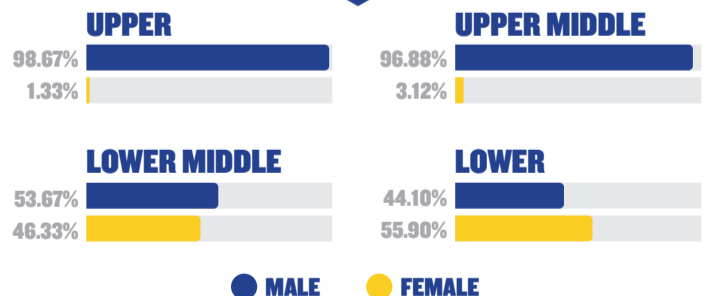
A higher proportion of female employees receive bonus pay.

## HOURLY PAY GAP (MEAN & MEDIAN)



Because the majority of our UK pilots are male, on average, the hourly pay rate for male employees is 67.83% higher than that for female employees. The median hourly pay rate equivalent for male employees is 68.55% higher than that for female employees. Since 2018 (and since our last report), the proportion of pilots employed in the UK has considerably increased which distorts the mean and median hourly pay gap between males and females but it is important to note that females are paid identically to their male colleagues.

## HOURLY QUARTILE BAND PROPORTIONS



The airline industry has traditionally suffered from a lack of female pilots and male cabin crew, but we have seen some encouraging trends in recent years with more female pilot trainees and more male cabin crew applying which helps us increase the proportion of female pilots and male cabin crew. From 2018 to 2020, our female pilot headcount increased by 87%.

I confirm the data reported is accurate.



Darrell Hughes, People Director, Ryanair DAC