

RYANAIR

GENDER PAY GAP

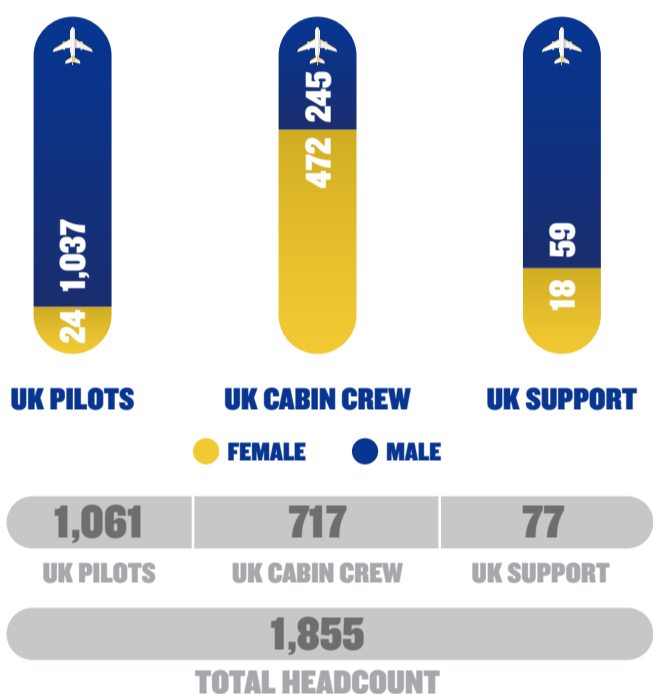
REPORT 2021

All our UK pilots and cabin crew are covered by collective agreements, under which our female pilots and cabin crew are paid exactly the same rates as male colleagues. Due to the impact of the Covid-19 pandemic, 93% of Ryanair UK employees were in receipt of furlough payments under the Coronavirus Job Retention Scheme in April 2021. In accordance with the HMRC Gender Pay Gap reporting legislation, these colleagues have been excluded from the hourly pay calculations.

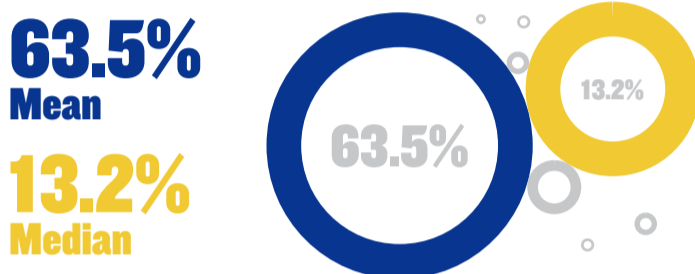
Ryanair is an equal pay employer and we are proud of the thousands of aviation professionals (men and women) who daily deliver great service and Europe's lowest fares to our customers. Like all airlines, our gender pay in the UK is materially affected by the relatively low number of female pilots in the 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 rise in the number of female pilot applicants and new recruits.

HEADCOUNT

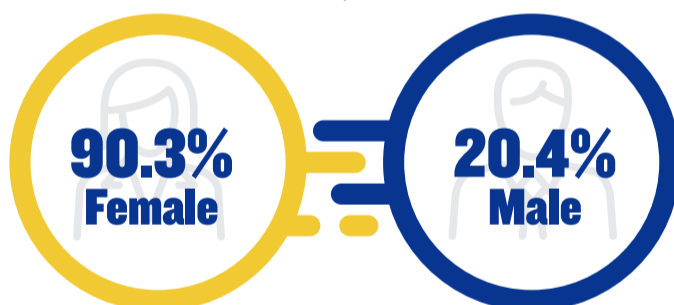


BONUS PAY GAP (MEAN & MEDIAN)



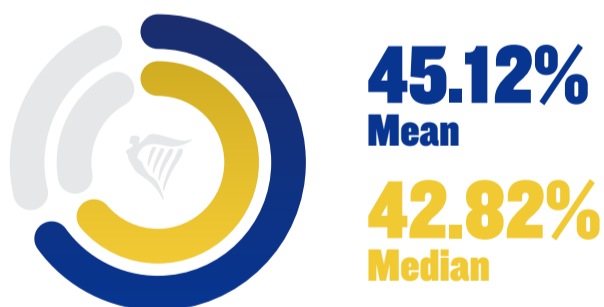
Bonus pay gap is distorted by the 81% reduction in our flights due to Covid which has reduced our Inflight sales bonuses by 89% vs 2020.

% MALE/FEMALE RECEIVING A BONUS



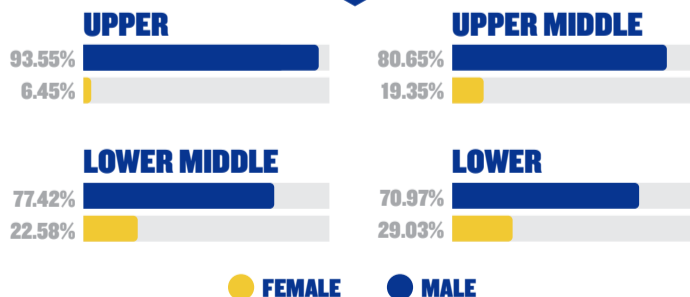
A far higher proportion of female colleagues receive sales bonuses.

HOURLY PAY GAP (MEAN & MEDIAN)



Because the majority of our UK pilots are male, while the majority of our UK cabin crew are female, on average, the hourly pay rate for males is 45.12% higher than that for females. The median hourly pay rate equivalent for males is 42.82% higher than that for females. Although this shows an improvement, this figure is heavily distorted by Covid furloughs and is not reflective of a typical year. This distorts the mean and median hourly pay gap between males and females but it is important to note that in Ryanair females are paid identically to their male colleagues in each category.

HOURLY QUARTILE BAND PROPORTIONS



The figures provided in this report have been calculated strictly in accordance with HMRC Gender Pay Gap legislation which means the outcomes are therefore heavily distorted and not representative of our overall full-time relevant employee headcount in a typical year.

I confirm the data reported is accurate.

Darrell Hughes, People Director, Ryanair

*Pay data for UK employees is based on payments made in the 'pay period' April 2021. Bonus payments specified were made to UK employees in the 12 months to April 2021, as per UK regulation.