



PUBLIC AFFAIRS STATEMENT

OUR APPROACH TO PUBLIC AFFAIRS

Ryanair is Europe's largest airline group, providing our passengers with direct region-to-region connectivity with the lowest emissions per passenger kilometre of any major EU airline and at Europe's lowest fares. Safety remains our No.1 priority.

Aviation is one of the most heavily regulated industries in the world. It is important to our passengers, our people and our shareholders that we formulate and communicate positions on matters that may affect the Group or the wider aviation industry.

We engage in constructive dialogue on legislative, regulatory and policy initiatives with a wide range of stakeholders, where we share our corporate policies and beliefs, but also seek to improve our customer offering by listening to stakeholders' views.

Our public affairs engagement is transparent and responsible. We act with integrity and are guided by our purpose and mission, as well as our legislative and regulatory obligations.

We engage directly with stakeholders and through representative bodies (e.g., Airlines for Europe).

POLITICAL NEUTRALITY

Ryanair is politically neutral, and prohibits contributions to political parties, political think tanks and any equivalent political donations, either directly or indirectly.

The Irish Electoral Act 1997 (as amended) requires us to disclose in our annual report all donations for political purposes exceeding €200 in value made by the Group in the year to which the report relates. Our annual report reconfirms annually that Ryanair made no such political contributions.

CHARITABLE DONATIONS

Our approach to charitable donations is set out in our Anti-Bribery and Anti-Corruption (ABAC) Policy.

TRANSPARENCY TOWARDS OUR STAKEHOLDERS

The corporate section of our website (corporate.ryanair.com) and the websites of industry associations we are members of (including Airlines for Europe – a4e.eu) set out our positions on key policy matters impacting the Group or the wider aviation industry.

As a publicly listed company, we are subject to the Corporate Sustainability Reporting Directive and therefore required to report on key issues of relevance to our stakeholders, including what we are doing to protect the environment, respect human rights and prevent corruption and bribery. This information is reviewed and updated annually and published in our annual reports which are available on our website (corporate.ryanair.com).

LOBBYING REGISTERS

We are registered with the EU Transparency Register, the Irish Register of Lobbying and other lobbying registers as required. These are public records where one can examine how the Group engages with stakeholders, the issues on which we engage, and the associated costs, including staff costs, related expenses, and the costs incurred through Ryanair's membership of the industry representative associations. This information is regularly updated and publicly available.

The Group's lobbying activities are focused on EU matters and our engagement with the EU institutions can be tracked through the EU Transparency Register which lists our contributions to public consultations and our meetings with the European Commission.

PERSONS COVERED BY THIS STATEMENT

All Group employees, representatives and agents who engage with public officials and stakeholders on behalf of the Group must adhere to this Statement, our Code of Business Conduct & Ethics and our ABAC Policy, and must operate within the legislative requirements in each jurisdiction where the Group operates. As outlined in our ABAC Policy, lobbying must not be carried out for any corrupt or illegal purposes, or to improperly influence any decision.

Public affairs engagements on behalf of Ryanair are authorised by the Group management committee and coordinated by the Director of Public Affairs who reports to the Group Chief Legal Officer.

All Group employees, representatives and agents who engage in public affairs on behalf of the Group are required to undertake training which informs them of this Statement and the Group's relevant policies aimed at preventing the risk of bribery, corruption, conflict of interest and reputational damage.

APPROVAL AND REVIEW

This Public Affairs Statement was approved by the Board of Ryanair Holdings PLC on 1 December 2021 and last updated on 24 January 2025. The Group Chief Legal Officer and the Director of Public Affairs will conduct an annual review of the Statement and will report to the Board on the results of such reviews.

