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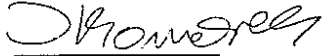
Strictly Private & Confidential

We refer to the Employment and Social Affairs Committee hearing in the European Parliament on 7 May 2015 on employment and working conditions in the European civil aviation sector. We specifically refer to the false, selective, unbalanced, misleading and defamatory claims made by you about Ryanair at the hearing, including:

1. You referred to Ryanair's employment contracts as "bogus" and claimed that there are safety risks associated with them (*"Now we were talking about Ryanair... on the whole question of flight safety, I wanted to come back to that. This is extremely important for us, but flight safety, well it depends on the type of contracts, for example, this bogus self-employed. In some of these contracts there may well be safety risks but not all airlines use bogus self-employed pilots..."*). This claim is inherently misleading and completely unfounded. We refute any suggestion that our employment practices are "bogus". There is absolutely no evidence whatsoever to suggest that our employment practices pose any safety threat, in fact, Ryanair's unblemished 30 year safety record speaks for itself. Your claims are clearly an attempt to undermine Ryanair under the guise of safety, which is reprehensible.
2. There is no safety trend attributable to how pilots are employed. There are no statistics or reports which would show that contract pilots are more or less likely to be involved in accidents or incidents. All airline pilots operating in Europe are subject to the same stringent requirements of flying no more than 900 hours a year. These maximum flying hours and safety regulations are set by the European Aviation Safety Agency (EASA) and are binding on all airlines.
3. We note that you have referenced a totally discredited and inaccurate report from Ghent University, which itself is derived from an anonymous internet survey which has not been verified in any way. It appears that the authors of this reckless and ill-conceived report took no steps to ascertain whether any of the participants in the purported survey were pilots and/or were employed by EU airlines. Indeed, we wrote to Ghent University on several occasions seeking clarification as to how this "research" data was compiled, what measures were taken to ensure the veracity of such data and to verify the identity of the participants. Unsurprisingly, the University were unable to stand over their questionable research methods and refused to address our reasonable queries.

We are putting you on notice that should you make defamatory claims about Ryanair's safety in any other forum we will initiate proceedings against you without further notice. We reserve all our rights in the meantime.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'J. Komorek', written over a horizontal line.

Juliusz Komorek

Director of Legal and Regulatory Affairs