

FOR IMMEDIATE RELEASE

LAPFF recommends vote against Ryanair Chair's re-election

The Local Authority Pension Fund Forum has recommended that its members vote against Ryanair's report and accounts and the re-election of Chair David Bonderman at the company's annual general meeting.

The Forum's recommendations reflect significant concerns about Ryanair's treatment of its workers and handling of recurring strikes by employees. These matters have highlighted long-running questions about the company's governance.

LAPFF, whose members hold about £230 billion of pension fund assets, will attend the meeting in Dublin on 20 September and will ask the board about these issues.

Cllr Ian Greenwood, LAPFF's chair, said: "Ryanair has failed to adequately address concerns about the company's troubled relationship with its employees and the potential impact on its business. The company faces more strikes and allegations of poor working conditions continue to emerge. Questions about the company's business model and governance now pose a threat to shareholder value.

"Mr Bonderman has been chairman for too long and there are significant doubts about his independence. He has failed to take a lead on employee relations and making sure customers are happy. Ryanair's employment issues highlight long-standing concerns about governance and in particular Mr Bonderman's oversight role as chair of the board and his ability to influence the CEO, Michael O'Leary."

Background to LAPFF's voting recommendations:

Consider financial statements and reports – OPPOSE

Ryanair has faced growing criticism over employment standards and its refusal to recognise unions. Concerns about these matters, and their potential effect on the company's business model, have contributed to the downward trend in Ryanair's share price. The company has said it is not willing to compromise its low-cost, low-fare model. However, after Ryanair reduced prices as a result of strikes its stance raises questions about whether recurring industrial action and cancellations will have a negative impact on the company's business model and shareholder value.

The report and accounts fails to address this matter adequately.

Ryanair's failure to reimburse customers for flight cancellations as a result of staff strikes also risks damaging Ryanair's brand and reputation with its customers.

Re-elect David Bonderman - OPPOSE

LAPFF has concerns over Mr Bonderman's independence. He has been on the board for 22 years and previously led an investment vehicle, Irish Air L.P. which acquired a minority interest in Ryanair. He is also a member of the nomination committee, which has failed to recruit enough independent directors to the board. Only 25% of Ryanair's directors are considered independent.

The Forum also believes Mr Bonderman has been unsuccessful in his oversight of human capital management issues within the company and ensuring that customers receive adequate service during the flight cancellations throughout the summer of 2018.

ENDS

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For further information:

Sean Farrell, Communications consultant
PIRC Ltd (research and engagement partner to
LAPFF)
Mobile: +44 (0)7828 595578
Email: Sean.Farrell@pirc.co.uk

About the Local Authority Pension Fund Forum

The Local Authority Pension Fund Forum (LAPFF), founded in 1991, is a voluntary association of 79 public sector pension funds and five pools based in the UK with combined assets of approximately £230 billion. It exists to "promote the long-term investment interests of local authority pension funds, and to maximise their influence as shareholders to promote corporate responsibility and high standards of corporate governance amongst the companies in which they invest." www.lapfforum.org. PIRC is the Research and Engagement partner to the Forum.