

Draft– Minutes BGA – 24 August 2023 BARIN General Assembly
Confidential

PLACE OF MEETING Radisson Blu Hotel, Schiphol-Rijk	DATE OF MEETING 24 August 2023	TIME 15.30 – 17.30 hrs.
MEETING NO. 02/2023	DATE OF ISSUE 30 August 2023	PAGES (incl. this page) 4

ITEM	DESCRIPTION OF ITEM	By
1	Confirmation/Changes Agenda	MF
1.a	<p>The Chairman opens the meeting at 15:45 welcoming all. Thank you for attending, and a special welcome to our new BARIN-members Joost den Hartog of Air India and André van der Sluis of JetBlue. Welcome to BARIN. And we also welcome Mariela Prosee of Etihad Airways as a first time participant in a BGA. The Chairman reads out loud our code of conduct and requests everyone to adhere to these rules. <i>BARIN meetings are being conducted in compliance with the BARIN Code of Conduct.</i> <i>Pursuant thereto, meetings will not discuss or take action to develop rates or charges, nor will these discuss or take action on remuneration level of any intermediaries engaged in the sales of Air Transportation.</i> <i>These meetings also have no authority to discuss or reach agreement on the allocation of markets, the division or sharing of traffic or revenues or the number of flights or capacity to be offered in any market.</i> <i>BARIN-members or observers are aware of their obligation to comply with this BARIN Code of Conduct, and hereby once again reminded that any discussion regarding such matters, or concerning any other competitively sensitive topics outside the scope of the agenda, either on the floor or off, is strictly prohibited.</i> We plan to end this meeting at 16:55 hrs. which is then to be continued at 17:00 hours with a presentation by De Clercq Lawyers on Labour Law of about 20 min plus a Q&A. And then at 17:30 we will have the annual BARIN BBQ. I hope you all had a good holidays and let us give credit to those at Schiphol who made travel better for your customers. Our industry is under attack in an unfair way, airlines are being blamed and framed. BARIN has become more vocal; we look for discussions and decisions based on realistic facts and we will continue to play our role. And we see the support that we get by getting in new members and new Preferred Partners. We have daily contacts with The Hague and Schiphol and we defend your interests as best as we can. As far as the Minister's call for reduction of flights movements at Schiphol is concerned, all airlines play their role in this discussion by investing in new aircraft with less emissions and producing less noise. Of course you realize that The Netherlands is the epic centre of the world 😊; the political landscape is changing and continues to change; there must be a realistic view and we need less polarization and less emotions.</p>	
1.b	The Chairman asks if there are any additions to the agenda but there are not, so the agenda is approved.	
2	Approval of the draft Minutes BGA 22nd September 2022	MF
2.a	<p>The Chairman asks the meeting if there are any comments or changes to the draft minutes of the previous BGA held at the 2nd of February 2023 as sent to all. As there are no comments from the meeting, the minutes are approved.</p>	
3	Finance	HM
3.a	<p>The Treasurer Helen Malotaux presents the slides on the income and expenses YTD 2023. Slides will be shared along with the minutes.</p> <ul style="list-style-type: none"> • Revenues 159K due to 2 new members; • Preferred Partners also increased by 2 (+19% on income side) • A total of 5% increase in income vs. the budget • On the expenses side we are still on track according to budget and no major challenges to be expected • The EOY budget surplus of € 3K will most likely be exceeded. • One airline disappeared (closed offices) without cancelling and defaulted paying their membership fee. 	

	<p>MF adds: It is not our aim to increase revenues or our reserves in the bank;</p> <ul style="list-style-type: none"> • we will limit the number of PP's to what we have now; airlines are always welcome to join. • We may need to spend more on legal issues • We will later come back at this in the fall when we look at current budgets and draft budget for 2024. 	
4	Membership Update	JH
4.a	<p>The SG reports on the Membership and Preferred Partnership evolution.</p> <p>So far we have only lost 1 airline member in 2023 due to defaulting payment but as mentioned by the Chair already and as seen in the Finance slides we welcome 2 new members, Air India and JetBlue.</p>	
4.b	<p>Furthermore we welcomed two additional Preferred Partners being GASSAN Diamonds and Werk & IK. Both will be further introduced later in the year. These two additional Preferred Partners help keep our membership fees unchanged since 2012.</p> <p>Chairman: The good news is that the latest new PP's came in by own initiative.</p> <p>SG: We are looking at planning a company visit at GASSAN Diamonds in Amsterdam in Q1 2024.</p>	
5	Results Membership Questionnaire	MF/JH
5.a	<p>The Chairman mentions that we executed the first questionnaire 3 years ago and we thought it was about time to send out another one with a few alterations in the questions.</p> <p>We are happy to say that the overall result improved and also the response rate was higher.</p> <p>However, there is still some room for improvement; our external communication is very much appreciated; The SG adds that one of the comments was that the 1-on-1 communication can be improved and we realize this. But that is also a matter of available time.</p> <p>Another remark was that the topics we address are OK but we need results on those topics. Which is easier said than done. We live in a polarized world with much framing and a negative image of the airline industry.</p> <p>Website visit is not scoring very high; not many people visit the website. Part remark was made that already a lot of information is shared via the Flash Updates so no need to visit the website.</p> <p>We have added a section at our website for the media and we will continue to increase our contacts.</p> <p>The Chairman: Our tone may be harsh from time to time but I want to stress that we still have an excellent relationship with e.g. The Ministry and Schiphol.</p> <p>The SG states that we will follow-up with 1-on-1 calls and seek more input from those people who have submitted their email address to the questionnaire.</p>	
6	Schiphol Updates	MF/JH
6.a	<p>The Chairman explains that Schiphol proposed another increase of airport charges</p> <p>The increases for the three year period 2023/24/25 are 9/12/12% (37% cumulative), while in the meeting of last June an increase of 15% was proposed for the second year.</p> <p>Schiphol claims that this is due to cost increases and inflation of wages in combination with lower traffic figures.</p> <p>BARIN made statement focussing on responsibility of Schiphol but without blinking an eye increase from 12% 15% was announced by the CFO Robert Carsouw.</p> <p>The Chairman states that we shouldn't be surprised if the cost for the A-Pier goes up from the original budgeted € 400 million to possibly more than € 1 billion.</p> <p>The discussions will continue, IATA is also very active with a of knowledge, but the outcome is highly uncertain.</p> <p>The entire process is embedded in a formal consultation but not in joint decision making. Mediation may be a better solution in case of non-agreement.</p> <p>Schiphol states: "This is how we agreed to do the consultation process in a fair way".</p> <p>Melchior Looijen / HV adds that Carsouw bluntly stated that will find a way to get approval for the 15% increase.</p> <p>Chairman: Friday 25 AUG is the publication of financial results of SPL; do not expect wonderful results and I see pressure from external parties towards SPL; Ministry and banks, rating companies etc.</p>	
6.b	<p>Claims:</p> <p>Carsouw does not feel the moral or legal obligation to settle these claims; BARIN found using the work 'moral' very provocative.</p> <p>Inspections by Dutch Labour Inspection (NLA) at GSHA's baggage cellars Schiphol.</p>	

<p>6.d</p>	<p>The SG pictures what has happened since September 2022 and what the current status is. Since September '22 numerous inspections were held and improvements of the working conditions by the handling companies were not judged satisfactory by the NLA. A possible fine (<i>Last onder Dwangsom</i>) was issued on July 5th and the handlers are being given time to make further improvements. If no improvements are made, the fine can become final and a GSHA can even be closed for a period of 1-3 months by the NLA. At this point time no fines issued yet by the NLA. More on this will be shared in the presentation by De Clercq after this meeting.</p> <p>Furthermore the SG adds that we are not involved in this as it is a discussion between Handlers and unions and staff; the result may be that indeed handlers will request airlines to renegotiate the contract. Up to the handlers.</p> <p>We then also discussed the scenario of reduction in the number of GSHA's from 6 to 3 and the SG mentions that the Ministry of I&W has requested Schiphol to execute a tender process to select three (remaining) GSHA's. A formal public consultation (point of view can be submitted by any citizen, airline, GSHA or whatever organization) will be organized by the Ministry of I&W, and BARIN will certainly submit the point of view that the importance is recognized that the freedom to choose will not be hindered.</p> <p>Mark Mooren / AM asks what the timeline now is in this respect;</p> <p>The SG replies that in the 2nd half of 2023 the consultation will be done, the tender process to be executed in 2024 and the final selection to be made and executed by mid-2025.</p> <p>Pekka Smit / RJ asks on what parameters the judgement will be made. The SG replies that at this point in time, nobody knows.</p> <p>The Chair adds that quality and stability is very important to the airlines; not the lowest price is leading in the current market environment.</p> <p>Joost den Hartog / AI asks if there is a benchmark with other airports. The Chair replies that Schiphol is not the most expensive one in terms of handlers. The SG adds that the benchmark in terms of the amount of handlers show that there is only one airport (LHR) with a higher number of handlers, and all other airports have normally 3 GSHA's, and in the case of BRU there are only 2 GSHA's</p> <p>Steven De Bisschop / AC adds that the risk of three is that if one would be going bankrupt you're left if a duopoly of only 2, which is a challenge in BRU Airport.</p> <p>The Chairman mentions that the CEO of Schiphol in a recent meeting stated that the arrival process is dramatically poor. Is this recognized by the airlines? Not much confirmation on this is received from the floor.</p> <p>All comments from the membership on this are welcome and we can then take it up further with Schiphol.</p> <p>The SG suggest that he will also consult SAOC to get a general view on this.</p> <p>Jan Feenstra / DL asks if the SLA still under discussion with Schiphol. The SG replies that indeed it is but this is mainly led by the home carriers KLM and SOAC. We will look for an update.</p>
<p>7</p>	<p>Ministry of Infrastructure & Watermanagement</p>
<p>7.a</p> <p>7.c</p>	<p>The SG informs the meeting that there is a new set-up of the ORS now called the MRS (Maatschappelijke Raad Schiphol) of which the airlines are no longer a part. Together with the Dutch AOC-holders BARIN now will instigate regular meetings with I&W and this is supported by I&W.</p> <p>Court cases;</p> <p>The Chairman gives overview of first having the subpoena which was won by the airlines and then the appeal which was won by the State. Now the airlines have gone for Cassation and a verdict here will only be expected by the end of this year. The Cassation however will not have a temporizing effect and the State may continue with the Experimental Rule to come to an intermediate step of 460K movements.</p> <p>Elections are now coming up and a list of "controversial" issues is to be decided upon and which issues should be put on the shelf for a new cabinet to decide on. This will be finalized by September 12th.</p> <p>Steven De Bisschop / AC queries why Schiphol is not in favour of halting this process; The SG replies that there is a new approach by the interim CEO and 460K may help them clean up their own mess and reduce discussions with environment.</p> <p>Melchior Looijen / HV adds that at this point in time Schiphol still lacks a nature permit for their operations.</p> <p>The SG adds, that in itself granting the nature permit by the Ministry of LNV is not a matter of Parliament, but they are becoming a bit hesitant should the entire aviation package be declared controversial.</p> <p>An alternative plan by the Dutch AOC-holders and BARIN to reduce noise was submitted to the Ministry of I&W as</p>

<p>7.c</p>	<p>part of the Balanced Approach procedure. This plans gives the same or better results than reduction to 440K but only with a bit longer time window. The Chairman states that it seems inevitable that we have a debate on night flights, and this will be a painful discussion.</p> <p>Melchior Looijen, Legal Counsel at Transavia will share some bullet point on the Experimental Rule and the consequences this has for the Capacity Declaration (CapDec) for S24.</p> <ul style="list-style-type: none"> • The Experimental Rule is now already being used with a fixed rule in the proposed CapDec. • The CapDec for S24 already see a reduction to 310K movements for the Summer • And to the fact that 2024 is a leap year, we have another one week less in S24 season, so less slots • The CapDec needs to be declared no later than 28 SEP • It is important to advise your HQ of this process and to stress the importance of being present at the next CCN meeting to be held at 13th September • There is also a potential problem with the slots brackets to be frozen at 20 minutes. Be careful with your bracket to use. • The Slot coordinator stated that in case you do not manage to adapt your schedule that he can take away your historic rights; this will have a major impact. • SO DO NOT MISS THE NEXT CCN MEETING AT 13th SEPTEMBER • And next to this, there is also another WIBO parameter to be introduced with same policy by the Slotco; you may lose your historical rights also. <p>The Chairman thanks Melchior for his presentation which is very much appreciated.</p>
<p>8</p>	<p>Events JH</p>
	<p>The next events planned are of course this afternoon's BBQ and the Christmas Dinner in the Schiphol Hilton on December 14th. Furthermore the Minister of I&W Mark Harbers has again expressed his interest in participation in a webinar on the intended reduction of flight movements at Schiphol and sustainability and we are awaiting a date from the Ministry in OCT/NOV. More info will follow shortly. Other smaller webinars are still under consideration and we will be planning a company visit to our Preferred Partner KLM Catering Services in the Fall of 2023.</p>
	<p>AOB All</p>
	<p>Nothing is raised by the participants</p>
<p>10.</p>	<p>Closing</p>
	<p>The Chairman closes the meeting at 17:00 and welcomes Jaouad Seghrouchni Lawyer at our Preferred Partner De Clercq Advocaten en Notarissen, who will give a presentation on Dutch Labour Law and the recent developments of the NLA (Dutch Labour Inspectorate) at the Handling Agents situation at Schiphol. See separate slides to the minutes.</p>

Next BGA

JAN'24

Date and location to be decided.