

Draft– **Minutes BGA – 18 January 2024 BARIN General Assembly**
Confidential

PLACE OF MEETING Royal Schiphol Group HQ, Schiphol-Centre	DATE OF MEETING 18 January 2024	TIME 15.00 – 16.30 hrs.
MEETING NO. 01/2024	DATE OF ISSUE 22 January 2024	PAGES (incl. this page) 5

ITEM	DESCRIPTION OF ITEM	By
1	Confirmation/Changes Agenda	MF
1.a	<p>The Chairman opens the meeting at 15:05 welcoming all and reads out our rules of engagement as per below: <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></p> <p>The Chairman thanks Schiphol Airport for their hospitality and providing the facilities and goes through the agenda, mentioning that we will be joined by Preferred Partners and Schiphol colleagues after the meeting. Since last BGA on August 24th, 2023 the hectic year continued. Court-cases, slot issues, the political arena and elections and because of this, lots of unrealistic proposals by many political parties, plus the 440K or 500K or less discussion, new entrants, blunt statements in the media of Schiphol, staff shortages at some handling companies, but also at airlines. All in all a year with negative sentiments but also positive outcomes. BARIN played its role, often behind the scenes but also aggressive where needed on stage. Using media if it felt necessary, or silent diplomacy if we felt that was the way to go.</p> <p>We kept hammering on the fact that decisions should be taken based on facts and not fiction. We underlined time and again that together we have to define a sustainable future. Our license to operate. We pushed other players that they also have a role to play. The roaring minority was shouting louder than the silent majority. Unions, Dutch airlines, universities, knowledge institutions, they all have a role to play. BARIN has been in permanent dialogue with all parties to confront them with our view. We have our structural meetings with LVNL & Schiphol, with the Ministry and also with the Minister Harbers.</p> <p>We are happy and proud the minister shelved the dossier to shrink SPL. We are happy and proud the max amount of slots were awarded to all airlines for summer 24. We are happy and proud the newcomers got what they deserve. And last but not least I am very happy and very proud 31 different parties signed the ten commitments, a broad coalition symbolizing a wide and deep public support!</p> <p>Marloes van Laake/HV asks what reactions were received on the pamphlet with 10 commitments. The Chairman mentions that it was very well received in The Hague by the politicians/MP's and the SG adds that it was also positively received by the policy makers at the Ministry.</p> <p>The Chairman continues: I am hopeful 24 will be a positive year for our industry, we keep on confronting various players with the facts, we will play our role to the new players in The Hague.</p> <p>We thank you for your trust, for your loyalty.</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 24th August 2023	MF
2.a	The Chairman asks the meeting if there are any comments or changes to the draft minutes of the previous BGA held at the 24 th of August 2023. As there are no comments from the meeting, the minutes are approved.	

3	Finance	HM
<p>3.a</p> <p>3.b</p> <p>3.c</p>	<p>The Treasurer, Helen Malotaux unfortunately is indisposed due to urgent company matters and hence the Chairman asks the SG to go through the finance slides on behalf of Helen. SG-JH presents the slides as communicated (and attached to these minutes) with following highlights</p> <ul style="list-style-type: none"> • Income 2023 € 4.750 (3%) higher than budgeted due to new Members and Preferred Partners • Expenses 2023 € 5.854 (4%) lower mainly due to reduced hours by Secretariat • Surplus 2023 € 10.604 (77%) higher than budgeted. • A total of € 13,744 will be added to the reserves <p>Margreeth Kappert/AZ notes that there are slight differences in the figures presented during the meeting than in the report sent earlier. The SG notes that he only added the interest at € 233, but will have to check with the Treasurer where the other differences come from.</p> <p>Next, the SG asks Pekka Smit/RJ to come forward to report on the financial audit he executed together with Mark Mooren/AM. Pekka reads from his report (attached to these minutes) and mentions that the audit went very smooth as Helen had prepared everything in a very neat way. A very fine registration and everything was found correct. There were only a few queries (on VAT reporting) and these were explained very well by Helen. Pekka concludes that the ‘Kascommissie’ approves the BARIN accounts for 2023 and closes off by thanking the Treasurer Helen Malotaux very much for doing a fine job. Th SG thanks Pekka for his report and next the Chairman asks the meeting to support the advice by the Kascommissie and subsequently discharging the BARIN Executive Board for their management in 2023. The meeting approves unanimously. The Chair indicates that since we have a new Treasurer we have a budget meeting every quarter to get an update of where we are going income and expense-wise. Thank you to the Kascommissie and especially Pekka who performed this duty for 3 years in a row and will now step down. This means that we will be looking for another member to join Mark Mooren to perform the 2024 audit early next year. The SG will approach individual members for this task, it only takes 4 hours max.</p> <p>After this the SG goes through the slides of the 2024 Budget with following highlights.</p> <ul style="list-style-type: none"> • Income is budgeted € 2.000 higher than 2024 • Board management costs will be unchanged but there will be a slight increase of € 500 in the administrative support budget. • Website costs will go down significantly (no major upgrades expected) • But we propose a large increase in Event and Networking budgets. This due to the fact that in this year where we will see a new government in The Hague, we need to increase our visibility. Budget proposed for Events, giveaways and representation to total to € 21.000. • Total budget 2024 proposal would lead to a budgeted net result of € 5.540. <p>Margreeth Kappert/AZ: Again different figures in 2024 budget → SG will check with the Treasurer. Marloes van Laake/HV adds that in the BEB we also discussed the amount BARIN should have as a cash reserve and this should not be too high, being a non-profit organization. The SG adds that looking at common practice, it shows that cash-surplus should be around 25% of the annual budget, which we currently are more or less at. The Chairman asks if the meeting can approve the 2024 proposed budget and this is approved unanimously.</p>	
4	Membership Update	JH
<p>4.a</p>	<p>The SG reports on the Membership and Preferred Partnership evolution. As already indicated under agenda item 3. Finance, we lost one member, Iranair due to non-collection of membership fees and an official notification was sent to IR/THR to confirm their membership suspension. However, we are happy to confirm that Finnair has decided to re-join BARIN since they were forced to suspend their membership during the COVID pandemic. On the Preferred Partner-front we have exceeded our target to service a maximum of 15 PP’s. We had expected</p>	

4.b	<p>some cancellations but these were not effectuated and now we are at 17 PP's including the latest additions in 2023, Werk & Ik and Crowe Peak.</p> <p>The Chairman adds that a Preferred Partnership means a 3-year commitment and we strive to only have one Partner per business segment. We now have 17 Preferred Partners with 2 on the waiting list.</p> <p>Joost den Hartog/AI queries why we have a cap on the number of Preferred Partners. The SG explains that we also need the time and opportunities to service such a PP. 17 is already quite a challenge. Joost/AI mentions that especially now we should be more active in The Hague and especially in Brussels and if opportunities in that segment arise, we should consider accepting them.</p> <p>The SG mentions that the 2 on the waiting list are not extremely important to BARIN, but that indeed when we get an offer we can't refuse, we should engage with a new PP.</p>
5	<p>Re-election Board Members</p> <p style="text-align: right;">MvL</p>
	<p>Marloes van Laake/HV is asked to come forward and present the view of the BARIN Executive Board (BEB) to elucidate on the process of re-electing 2 Board members.</p> <p>In 2022 the BEB discussed the desire of changing the Articles of Association to maximize the number of terms and years for both the Chairman and the Secretary-General to maximum 2 terms of 4 years. This was effectuated in the new Articles in November 2022 with retroactive effect as per 01 April 2020 (the date when Marnix Fruitema was elected new Chairman).</p> <p>We are now approaching the end of the 1st term of both the Chair and the SG. The BEB voted on proposing both for a second term, provided they themselves wanted it in this changing political climate.</p> <p>Both agreed and BEB unanimously voted in favor. So, the BEB proposes to the BGA to re-appoint both Chairman and SG for another term ending 31 March 2028.</p> <p>In the BEB it was also discussed that both stepping down at the same time would not be ideal so the BEB will come up a bit closer to date with a plan how to avoid this.</p> <p>Marloes asks the meeting to vote by raising hands and concludes that this vote means a unanimous 'yes'.</p> <p>The Chairman thanks the meeting for this vote of confidence and is looking forward to continue in this role which brings 'Fun & Frustration'.</p>
6	<p>Schiphol Updates</p> <p style="text-align: right;">MF</p>
6.a	<p>General comments</p> <p>The Chairman notes that we still have a good relation with Schiphol, with a good dialogue; either 1-to-1 or via the press when necessary.</p> <p>Recently we have seen some unacceptable statements by Schiphol of which BARIN has made it very clear via the media as well as directly to Schiphol that this was unacceptable.</p> <p>It is a pity that Schiphol was not willing to co-sign our pamphlet with 10 commitments as in this discussion we should stand shoulder-to-shoulder.</p> <p>Ines Loncaric/OU queries if Schiphol was asked to co-sign? The Chair replies: Yes, certainly but Schiphol has a different point of view towards noise-reduction during the night.</p> <p>Ines (who is based in Belgium) mentions that there was a strong reaction from BRU Airport towards the position of Schiphol as well as the Dutch Government.</p> <p>Capacity Declaration S'24</p> <p>The SG reports on the fact that when the Minister was forced by the EC to shelve his plan to reduce capacity at Schiphol, the airport was requested to send an Addendum to the Slot-coordinator. The Schiphol management came up with a lot of additional excuses (limited staff at border police, baggage handling and Customs) that their proposal was to adhere to 460K movements. BARIN strongly opposed to this and we are happy that finally Schiphol agreed and requested ACNL to give out the full available capacity of 293K slots in S'24, allowing non-historic slots to be allocated as well.</p> <p>6.b Update on labor issues baggage handling and Labor Inspectorate</p> <p>The SG mentions that the Inspectorate is still doing spot-checks and interviews with individual workers in the baggage area and effectively has issued 2 fines to 2 different handling agents.</p> <p>Schiphol is now heavily investing in mechanical lift-aids and will do so as well for power-stows etc.</p> <p>Marloes van Laake/HV raises her concerns that using the mechanical lift-aids slow down the process and this causes a</p>

	<p>limited baggage capacity. New legislation is to be drawn up in order to predict and secure the ability to process the baggage in a safe but also an efficient way. She also notes that Schiphol may possibly use this to announce new capacity restrictions. Unpredictable rulings from the government on this lead to unpredictable work-flows. The Chairman notes that he will take this back to the bi-monthly Management meeting with Schiphol.</p> <p>6.c Update on reduction of Ground Handling Service Agents The plan of outgoing Minister Mark Harbers to reduce the number of GSHA's from 7 to 3 has been pushed back from NOV'24 to at least NOV'25. Also a reduction like this needs a Balanced Approach procedure going through the EC in Brussels and the Minister understood that rushing this decision will not work.</p> <p>6.d New CEO as per 01 June 2024, Hein van Oord The current interim CEO will step down 1st March with the CFO taking an interim position for 3 months. The new CEO, Hein van Oord will start as per 01 June and an introduction meeting with BARIN is being worked on.</p> <p>The Chairman mentions that he has two loose ends: 1. The Consultation process which is very old-fashioned has received quite some opposition from the airlines and now an invite was received from Schiphol to discuss the process, prior to starting the actual consultation for 2025-2027. Some examples where the airline community is far from satisfied are the renovation of the fire stations with costs going up from € 31 to € 62 million and you as airlines will eventually find out that the A-pier will cost a lot more than budgeted (a billion instead of € 400 million.?)... Last but not least, one other airline made a deal with Schiphol on the S'22 delays due to security staff-issues. As BARIN we notice a total lack of transparency, which will be discussed. We will again send a letter to Schiphol to look for a fair compensation to the other airlines as well.</p>	
7	Ministry of Infrastructure & Watermanagement	MF/JH/JV
7.a	<p>Update on Balanced Approach procedure The SG mentions that in fact there is no update. We have not heard officially from the EC, but we do hear that BRU is far from happy with unilateral approach of the Dutch Government. Reducing capacity at one European airport will no doubt increase pressure on neighboring airports.</p> <p>7.b Update on CO₂-ceiling Compared to the capacity reduction under 7.a, this also unilateral decision of the Dutch Government to introduce a national CO₂-ceiling for aviation (as only one in the EU/World) does not need a Balanced Approach procedure. However, the Dutch Government needs to send a notification to the EC and what we hear that again also on this file the Commission is not very happy. As BARIN we have advocated to finalize this project but then use it as a blueprint to bring to the EC and discuss it on a European level. In the meantime we must also see what a new to be formed Government wants to do with this project.</p> <p>7.c Update on Sustainable Aviation Table (DLT) Lodewijk Asscher (Former Minister and Vice Prime-Minister) has been the new Chairman of the DLT since April last. We have great confidence in him to bring all stakeholders together and create a better understanding for the aviation sector in the public domain. Hence, we have also invited him for our next webinar on February 8th. See Events under agenda item 8. The DLT was also very pleased with the publication of the 10-commitments plan.</p> <p>7.d Update on 10 Commitments This pamphlet was already discussed earlier in the meeting but this document will also be used in our advocacy to let it land at the formation table of a new Cabinet and with all the relevant current and new MP's.</p>	
8	Events	JH
	<p>The SG presents the (preliminary) plan of activities for 2024.</p> <p>18 JAN BGA & Networking 08 FEB Webinar from Hilversum</p>	

	<p>The Chairman mentions that we are very happy with good speakers of SAS Scandinavian Airlines, Embraer and the DLT. The webinar will again be coming from a professional studio and will most likely attract a large audience.</p> <p>12 MAR A visit to Preferred Partner GASSAN Diamonds is confirmed in the afternoon and the invitation will be sent soonest.</p> <p>... JUN Networking event, which still needs to be planned so any ideas are welcome</p> <p>05 SEP BGA & Summer BBQ (<i>Confirmed at Radisson Blu at Schiphol-Rijk</i>)</p> <p>... OCT Webinar; still to be planned</p> <p>12 DEC BARIN Christmas Dinner (Confirmed at Hilton Schiphol)</p> <p>Next the Chairman ask the meeting if there are any ideas from the floor to organize networking functions. Cyriel Oude Hengel/BR: A visit to the new Minister of I&W might be good idea. Chairman: we can consider a visit to The Hague indeed. Joost den Hartog/AI: We should also be putting more focus on Brussels so a visit there would also be an option. SG: we can pick-up and old idea with NS International to jointly travel to BRU by train and visit the Transport Commissioner. Edwin Peters/MH: The pension system is being remodeled significantly so an update on pension by one of the PP law-firms is a suggestion. The SG will take this up with PP CERTA Legal Ines Loncaric/OU: BAR Belgium invited PM of Flanders for a keynote which was well received and well attended. Chairman: these are all very good suggestions and this appeared to be a good mini-brainstorm. We will work further on some of the ideas.</p>								
	<table border="1"> <tr> <td>AOB</td> <td>All</td> </tr> <tr> <td colspan="2">There are no additional topics raised by the meeting.</td> </tr> <tr> <td>10.</td> <td>Closing</td> </tr> <tr> <td colspan="2">The Chairman closes the meeting at 16:30. After a short break of 15 minutes we will be given a presentation by Denise Pronk, Head of Sustainability of the Royal Schiphol Group, followed by networking drinks. Presentation is added to the minutes.</td> </tr> </table>	AOB	All	There are no additional topics raised by the meeting.		10.	Closing	The Chairman closes the meeting at 16:30. After a short break of 15 minutes we will be given a presentation by Denise Pronk, Head of Sustainability of the Royal Schiphol Group, followed by networking drinks. Presentation is added to the minutes.	
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Next BGA

05 September 2024

Radisson Blu Hotel, Schiphol-Rijk