



Princess Juliana
International Airport
Operating Company N.V.

All Staff
Princess Juliana International Airport Operating Company N.V.
Simpson Bay
St. Maarten

Date : May 25, 2021
Our Reference : PJIAE/ *mg/537*

Subject: Industrial actions

Dear Staff,

It has been brought to the attention of the Managing Board of PJIAE that some employees are planning actions on Wednesday, May 26th, 2021. These actions would entail a large group of employee gatherings that are expected to disrupt airport operations and shut down the airport. PJIAE strongly urges you to refrain from taking or participating in any strike or other similar actions.

In 2020, PJIAE has been hit hard, with little to no planes or tourists coming to the island. Through it all employees' salaries have always been paid on time and in full. Moreover, in July 2020, after a strike took place at the airport, PJIAE and the Unions ABVO St. Maarten and WICSU/PSU entered into negotiations on the terms for the payment of other outstanding compensations (bonusses and increments pre-2020 and salary increases), which negotiations are still taking place. Parties agreed that during these negotiations no strikes or other similar actions would take place.

This all took place during the highest point of the pandemic wreaking havoc on our economy. Our airport is going through a financial crisis with limited number of planes and passengers coming to St. Maarten in 2020 and 2021. The passenger arrival numbers to PJIAE show a slow recovery of only 37% of the business compared to 2019. Management of PJIAE, expects that airport business will pick up with the cruise passengers coming in as of June 2021. This is good news and of course, as long as there is no shut down due to the rise of Covid-19 infections on the island (or otherwise), or due to travel restrictions from the USA, or Europe, PJIAE will begin to recover.

In a time that the island is in a grave economic situation, with the airport receiving government support to pay PJIAE employee salaries, businesses on the island going bankrupt, and many persons in the community out of a job, it is of the utmost importance that the pillars of our economy, among which PJIAE, continue to operate at 100%, thereby doing what we can to contribute to our recovering economy. PJIAE management is doing everything it can to ensure that the airport operates at 100% but is of course also dependent on the cooperation of its employees. Considering the situation that we are facing, and the pending negotiations and agreement made in connection therewith, a strike should not take place. More so,



considering the reasons for the strike demanding payment of the bonuses and salary increase, which, as indicated, is still subject to negotiations, and protesting on the reinstatement of the CEO, which in no way whatsoever can constitute legal grounds for a strike.

PJIAE's employees are always allowed to have a voice and the Managing Board encourages those to reach out to their supervisors, managers, directors, or the Managing Board for help in resolving any issues. However, voicing demands by carrying out actions that can jeopardize the airport operations and the safety of passengers is not a risk that should be encouraged, certainly not in a time that our island and economy is facing all the challenges at hand. PJIAE is the main port to our beautiful island. Commercial flights diverting to other places because they are not able to safely land on St. Maarten due to actions from PJIAE's employees is unacceptable and would be detrimental to our island. The tourists that come to our island to boost our economy is very much needed and they should be welcomed with open arms.

There are many PJIAE employees working endlessly with much dedication on a daily basis to provide excellent airport services, which is greatly appreciated, and their dedication has not gone unnoticed. Putting employees first, is one of the PJIAE's six company goals for 2021-2024, and management has been focused and working towards building a better and brighter future for its employees.

Since the end of 2020, many additional employee activities have been held to work towards creating a better 'Employee Experience'. The airport is going full speed ahead to rebuilding a state-of-the-art airport. Planning Project & Systems Control (PPS) is busy with daily projects to keep our airport operational. One of their projects is to deliver new temporary offices for the airlines within a few weeks' time. The Managing Board has taken notice that only a limited percentage of employees actually show up the 'all staff meetings' to get factual information from the Managing Board concerning the status of the airport moving forward. It is also noticeable that during these meetings very few questions are posed by those present.

The Managing Board has asked all of its employees to remain focused on achieving unity and building back an airport of the future, one that all can be proud of. Only together we can achieve this. We strongly urge you to be part of this bigger and better future, that we are working so hard on, instead of hindering it. Finally, the Prime Minister of St. Maarten, the Minister of TEATT, the Supervisory Board of PJIAE and PJIAH, have been informed of the possible acts, and a contingency plan is in place. The Unions ABVO St. Maarten and WICSU/PSU have also been informed. We reiterate that having an open dialogue is always the best way to resolve issues, especially during an economic crisis.

Sincerely,
PJIAE N.V.



Brian Mingo
Chief Executive Officer



Leendert van der Meiden
Chief Executive Officer



Michel Hyman
Chief Operating Officer