



**TNT Airways
Belgian Unions**

*Rue de l'Aéroport 101
4460 Grâce-Hollogne
Belgium*

TNT Express NV
Chairperson of the Management Board,
Ms M.C. Lombard Place
Chairperson of the Board of Supervisory Directors,
Mr. A. Burgmans
Postbus 13000
1100 KG AMSTERDAM
The Netherlands

Monday 12th March 2012

Concerns : UPS-TNT Express negotiations

Dear Ms Lombard and Mr.Burgmans,

We would like to draw your attention to the following.

The unions CGSLB, SETCA, CNE representing Belgian TNT Airways Employees supported by the Belgium Cockpit Association and FNV Bondgenoten have become aware, via various statements in the press and otherwise, that TNT Express and UPS are apparently engaged in negotiations with regard to a possible merger of TNT Express and UPS. We have also discussed such developments and their possible impact on jobs and income with our members, international labour union federations and Pilot associations.

We are closely monitoring these developments. As you can understand, the topics of jobs and income, in the broadest sense of the term, are of the utmost importance for our members, especially in the present climate of economic uncertainty. We have also followed these developments with mixed feelings against the general background of jobs and employment in Belgium.

Recently, we have discussed this topic quite intensively with our colleagues from the Netherlands and our members. Based on these discussions, we have decided to inform you of the requirements stipulated by our members, as formulated during these meetings.

These requirements are as follows:

- Unchanged employment policy for all corporate employees, staffing employees and temporary employees who have an employment contract with TNT Express in Belgium. A merger with UPS or any other party may not lead to any compulsory redundancies for any employees of TNT Express Belgian Activities.
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- The continuation of TNT Airways AOC, strategy, route structure and traffic rights.
- No policy changes with regard to the terms and conditions of employment as agreed upon between the labour unions listed above and TNT Express and/or legal successors; respect for and continued implementation by TNT Express and/or legal successors of company schemes and individual terms and conditions of employment agreed upon.
- No policy changes with regard to employee co-participation; respect for and continued implementation of the existing agreements and arrangements with regard to the Works Councils and/or co-participation structures.
- A healthy financial structure; a strategy focusing on the long term under which the company is considered a unified and indivisible entity; retention of a Dutch head office for all present TNT Express activities, managed from the Netherlands; maintaining the 'social face' and Dutch culture of TNT Express; maintaining the present state of affairs with regard to the employment relationships.

We would like the above requirements to be set down in a written agreement between all the parties concerned. Our working assumption is that you will inform your discussion partners of these requirements and will invite the labour unions in a timely fashion for discussions in this regard. We also assume that you will continue to inform the labour unions, at an early stage, regarding any relevant developments so that we will be able to have a real say in the matter when it comes to our interests.

Looking forward to your response, we remain,

Sincerely,

Gonzague Milis CGSLB

Marc Sparmont SETCA

Jean-Paul Chanteux CNE

Alain Vanalderweireldt BeCA

Reinier Stroo & Egon Groen FNV Bondgenoten
