

Private & Confidential

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Ministerie van Financiën
Korte Voorhout 7
Postbus 20201
2500 EE Den Haag

2 November 2020

Dear 10.2.e and 10.2.e

KLM Airlines Restructuring Plan dated 1st October 2020 and Addendum dated 31st October 2020, and compliance with requirements of Hexagone Framework Agreement

Further to my conversation with you earlier this afternoon, I am writing to confirm that we have now considered the inclusion of the addendum dated 31st October 2020 (the “Addendum” and as attached to this letter) and the accompanying letter from 10.2.e 10.2.e.

By considering the commitments made by KLM within the Addendum and reading this Addendum as an incremental commitment to the KLM Restructuring Plan dated 1st October 2020, PA Consulting is of the view that KLM now fully complies with the requirements of clause 6.3.3 of the Framework Agreement. With inclusion of the commitments made within the Addendum, slide 9 of our report dated 22nd October 2020 (attached) would now show clause 6.3.3 of the Framework Agreement as “fully delivered” for the periods FY23 to FY25.

With regard to clause 6.1.2 of the Framework Agreement (slide 8 of our report), KLM has now included an intention to improve productivity within the Addendum. We understand that KLM is presently in negotiations to secure further commitments from the Trade Unions reflective of the full period of the loan. If those commitments are secured, KLM should be considered compliant with the full requirements of the Framework Agreement.

Please feel free to contact me if you require further details.

Yours sincerely,

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10 Bressenden Place, London, SW1E 5DN

paconsulting.com

Nyras Limited, Registered No: 06195106 England
Registered Office: 10 Bressenden Place, London, SW1E 5DN
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