

### Welcome to the KLM Cabin Staff Pension Fund

You accrue a mandatory pension with us in the basic scheme (average pay or final pay). Your employer KLM/KLC also offers you the option of accruing a net pension in the Net Supplementary Pension Scheme (Netto Aanvullende Pensioenregeling, or NAP). This Pension 1-2-3 explains what you receive in the Net Supplementary Pension Scheme, and also what you do not. This is important to know for your financial planning. The Pension 1-2-3 does not contain any personal information about your pension. This is available at [MijnKLMPensioen](#). Our approach to socially responsible investing is described at [www.klmcabinefonds.nl/pensioenfonds/beleggen-voor-uw-pensioen](http://www.klmcabinefonds.nl/pensioenfonds/beleggen-voor-uw-pensioen).

### What is in layers 1, 2 and 3?

Pension 1-2-3 consists of 3 layers. The first layer gives you a summary of the most important information about the Net Supplementary Pension Scheme. Layer 2 gives you more information on all the subjects in layer 1. Lastly, layer 3 consists of the NAP scheme rules, frequently asked questions about the NAP and legal and policy-related information on our pension fund. Layers 1, 2 and 3 are available at [www.klmcabinefonds.nl](http://www.klmcabinefonds.nl) or on request from our Pension Services Department at [pensioenservice@klmcabinefonds.nl](mailto:pensioenservice@klmcabinefonds.nl).

Please note: You are reading the Pension 1-2-3 for the Net Supplementary Pension Scheme.

### Please note that your pension scheme will change over time

Due to changes in the Pension Act, the pension schemes in the Netherlands will change. This includes the pension scheme of the Cabin Pension Fund. Our ambition is to introduce the new pension scheme on January 1, 2026. Please keep this in mind when you are deciding whether or not to participate into the NAP. Read more about the upcoming change at: [www.klmcabinefonds.nl/vragen-NAP](http://www.klmcabinefonds.nl/vragen-NAP).

Till then you will continue to accrue pension as you can read in this Pension 1-2-3. Would you like to know more about the new pension scheme? Then visit [www.klmcabinefonds.nl/nieuwe-pensioenregeling](http://www.klmcabinefonds.nl/nieuwe-pensioenregeling).

## 1. What do you receive from the Net Supplementary Pension Scheme (NAP)?



The NAP scheme offers you the option of accruing a supplementary net pension. If you are retiring and you have accrued a net pension in the NAP, you can decide on your retirement date whether you wish to have your NAP paid temporarily (until you reach the age of entitlement to AOW benefit) or for the rest of your life, or you wish to have the capital accrued paid as a lump sum on your retirement date.



The NAP includes a death benefit. This means that the NAP you have accrued will be part of your legacy to your heirs in the event that you die before your retirement date. You need to give us prior permission for this. (Read the section 'When do you have to take action?')



If you want to know the exact details of what the NAP offers, you can read the NAP scheme rules at [www.klmcabinefonds.nl](http://www.klmcabinefonds.nl).

## 2. What do you not receive from the Net Supplementary Pension Scheme (NAP)?



No partner's or orphan's pension is insured in the NAP. You can however opt for a death benefit NAP. This will mean that you leave the NAP you have accrued to your heirs in the event that you die before your retirement date. You need to give prior permission for this. (Read the section 'When do you have to take action?')



The NAP does not include a disability pension.

## 3. How do you accrue pension?



You accrue pension in three ways:

- From the government. You receive AOW pension from the government if you live or work in the Netherlands. Further information on the AOW is available at [www.svb.nl](http://www.svb.nl).
- Pension from the KLM Cabin Staff Pension Fund. You accrue pension through your employer KLM/KLC in the final pay or average pay scheme, and possibly the NAP. **This Pension 1-2-3 concerns the NAP.**
- Pension that you arrange personally, such as an annuity or bank savings.



You pay a monthly contribution for the NAP. KLM/KLC will withhold this contribution from your **net salary**. After deduction of costs, the contribution is immediately converted into claims for a lifelong NAP benefit. Since the NAP is a net pension, you do not have to pay income tax on it at the time of payment. You do have to state the value of your NAP in your tax return under box 3.

## 4. What options are available to you in our Net Supplementary Pension Scheme (NAP)?



Whether to participate in the NAP or not is your personal decision. Every new participant in the pension fund can choose voluntarily via [MijnKLMPensioen](#) if they want to participate for a minimum of 1% of the NAP base. You can also choose a different percentage if you wish. If you wish to cease your participation in the NAP, you can arrange this via Mijn NAP at [MijnKLMPensioen](#). After ceasing it is not possible to participate again. *In case your employment by KLM has started before 1-1-2024 you can quit your participation and participate again on one occasion.*



To certain conditions, you can determine the amount of your monthly contribution each year. You can notify us of your choice no later than 1 October each year. Your contribution will then be fixed from 1 January to 31 December of the subsequent year.



You can give permission for your accrued NAP to be paid out in the event of your death. The value of your NAP will then be included in your legacy to your heirs. This applies only if you die before your retirement date.



The standard retirement age is 60 years. If you wish to retire earlier or later, this is possible from your 50th birthday until (at the latest) the date on which you receive AOW pension. You can also choose to take partial retirement, subject to the condition that your NAP comes into payment on the same date as your pension in the [basic scheme](#). Apply for your pension six months in advance of your intended start date, and discuss this with KLM/KLC.



On your retirement date, you have three options with regard to how you receive the benefit:

- A lifelong monthly benefit payable until your death.
- A temporary monthly benefit until you reach the age of entitlement to AOW benefit.
- A lump sum payment.

## 5. How certain is your pension?



The amount of your pension in the basic and the Net Supplementary Pension Scheme is not fixed.

The main risks our pension fund has to deal with are listed below:

- On average, people are living longer. This means we have to pay pensions for longer periods.
- Low interest rates make pension more expensive. Our pension fund therefore needs more money in order to be able to pay the same level of pension.
- The annuity rate is not fixed.
- The results of our investments may be disappointing.

Go to [www.klmcabinefonds](http://www.klmcabinefonds) for more information on our financial situation and the policy funding ratio, which affect your pension.



We strive to increase your pension each year in line with the increase in salaries at KLM\*. This is known as indexation. This is only possible if the financial position of the pension fund is adequate. The indexation allocated to the pensions of active participants in recent years has been as follows:

	Indexation	Increase of KLM* salaries	Increase of prices**
Indexation in 2024 for 2023	5.17%	10.28%	3.84%
Indexation in 2023 for 2022	5.63%	9.31%	10.00%
Indexation in 2022 for 2021	0.00%	0.00%	2.68%

\*This also applies to participants employed by KLC \*\*Source: Statistics Netherlands



If we have a shortfall, we have a recovery plan. If necessary, we will take one or both of these measures:

- Your pension will not or only partially increase in line with the increase in prices.
- Your pension will be reduced. We will only do this in the most extreme circumstances.

## 6. What are our costs?



You pay two charges for the administration of the NAP:

- € 1.60 per month for fixed administrative expenses.
- Plus 2.5% of your investment for future costs, such as legally required costs to enable us to administer the NAP in the future.

We use the remaining amount of the contribution withheld each month to purchase a lifelong retirement pension that comes into payment when you reach 60 years of age.

## 7. When do you have to take action?



If you wish to participate in the NAP or if you no longer wish to participate in the NAP. You can arrange both via Mijn NAP in MijnKLMpensioen ([www.klmcabinefonds.nl](http://www.klmcabinefonds.nl)). After ceasing participation, you can no longer decide to participate again. Except when you came into service before 1-1-2024. If this is the case you can participate again on one occasion. ([Read the section 'What options are available to you in our Net Supplementary Pension Scheme?'](#))



If you wish to change the amount of your contribution. You can arrange this each year via Mijn NAP in MijnKLMpensioen ([www.klmcabinefonds.nl](http://www.klmcabinefonds.nl)). ([Read the section 'What options are available to you in our Net Supplementary Pension Scheme?'](#))



You can give permission for your accrued NAP to be paid out in the event of your death before your retirement date. ([Read the section 'What do you receive from the Net Supplementary Pension Scheme?'](#)) You can arrange this via Mijn NAP in MijnKLMpensioen ([www.klmcabinefonds.nl](http://www.klmcabinefonds.nl)).



If you change your job, you cannot take your accrued NAP with you to the pension provider of your new employer. You can choose to buy off your NAP.



If you divorce or end your cohabitation agreement or registered partnership.



If you become disabled.



If you move abroad.



If you decrease your working hours.



If you take leave in the meantime, such as parental or pregnancy leave.



You can check how much pension you have accrued each year at [www.mijnpensioenoverzicht.nl](http://www.mijnpensioenoverzicht.nl). Please note: your accrued entitlements to NAP will not be shown here.



Questions? We will be pleased to help. Contact our Pension Service.