

Welcome to the KLM Cabin Staff Pension Fund! You accrue a mandatory pension with us. You do this through your employer KLM/KLC. Each employer has its own scheme. This Pension 1-2-3 explains what you receive in our pension scheme, and also what you do not. This is important to know, for example if you change your job. The Pension 1-2-3 does not contain any personal information about your pension. You can find this at www.mijnpensioenoverzicht.nl and also www.klmcabinefond.nl under MijnKLMPensioen.

Our approach to socially responsible investing is described at www.klmcabinefond.nl/pensioenfond/beleggen-voor-uw-pensioen

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.

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.klmcabinefond.nl/nieuwe-pensioenregeling.

WHAT IS IN LAYERS 1, 2 AND 3?

Pension 1-2-3 consists of 3 layers. This first layer gives you a summary of the most important information about your pension scheme. Layer 2 gives you more information on all the subjects in layer 1. Lastly, layer 3 provides legal and policy-related information on our pension fund. Layers 1, 2 and 3 are available at www.klmcabinefond.nl or on request from our Pension Services Department at pensioenservice@klmcabinefond.nl. Please note: in your case, this concerns the Pension 1-2-3 for the average pay scheme.

1. WHAT DOES OUR PENSION SCHEME PROVIDE?



If you are retiring, you will receive a retirement pension. You will receive this retirement pension when you reach 60 years of age.



In the event of your death, your children will receive an orphan's pension.



If you die while still employed by KLM/KLC, your partner will receive a partner's pension, unless you and your partner have both indicated that you do not (or no longer) wish to insure this. After you retire, leave employment or get divorced, we will automatically convert part of your retirement pension into a pension for your (former) partner.



If you become disabled, you will continue to accrue pension (either partially or in full), but you will no longer pay a personal contribution. In addition, you will receive a disability pension if you are receiving benefit from the UWV.



If you want to know the exact details of what our pension scheme offers, you can read the pension scheme rules at www.klmcabinefond.nl.

2. WHAT DOES OUR PENSION SCHEME NOT PROVIDE?



If you leave employment, get divorced or take (partial) retirement, we will convert a part of your retirement pension into a partner's pension. This will provide a partner's pension to your partner in the event of your death. If you waive this conversion, there will be no partner's pension for your partner after you leave employment.

3. HOW DO YOU ACCRUE PENSION?



You accrue pension in three ways:

- AOW: this is the pension you receive from the government. Further information on the AOW is available at 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 average pay scheme.**
- Pension that you arrange personally, such as an annuity or bank savings.



You accrue a piece of your pension each year. The pension you accrue is the sum of all these pieces. You receive this pension from your retirement date for as long as you live. This is known as an average salary scheme. The ultimate amount of pension you will get is not certain, as the pension scheme is funded on the basis of CDC. CDC is short for Collective Defined Contribution.



You accrue a part of your final pension each year, but not on your whole salary. You will not accrue pension on € 20,906 (figure in 2025). You do not accrue pension on this threshold amount, or offset, because you will receive AOW pension from the government when you reach the age of entitlement to AOW. **Please note:** the target in a CDC scheme is to achieve a pension accrual percentage of 1.33%. The contribution paid by your employer is fixed accordingly. If this fixed contribution is not sufficient in any year, your accrual percentage will be lower. The Board of Trustees has set the accrual percentage for 2025 at 1.33%.



You pay a contribution for your pension each month. Your employer does the same. In our pension fund, you and your employer pay the contribution for your pension together. The contribution you pay is shown on your salary statement.

4. WHAT OPTIONS ARE AVAILABLE TO YOU?



If you change your employer, you can usually take your previously accrued pension with you to your new pension provider.



If you wish to compare your pension scheme, you can use the pension comparison tool.



If you wish to accrue additional pension, this is possible through the Net Supplementary Pension Scheme (Netto Aanvullende Pensioenregeling, or NAP).



The standard amount of partner's pension is 70% of your retirement pension. You may also choose a different percentage.



The retirement age at our pension fund is 60 years. If you wish to retire earlier or later, or take partial retirement, you must apply for this at least six months before the desired start date. Discuss this with your employer.



Do you prefer a higher pension initially, or indeed a lower pension? You can decide this on your retirement date.



You can arrange two voluntary insurances to insure additional partner's pension. This will provide an additional income for your partner in the event of your death.

5. HOW CERTAIN IS YOUR PENSION?



The amount of your pension 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 to be able to pay the same pension.
- The accrual percentage of 1.33% is not fixed. If the employer's contribution is not sufficient for an accrual percentage of 1.33%, the pension accrual in that year will be less.
- The results of our investments may be disappointing.



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 in KLM salaries	Increase in prices**
Indexation in 2025 for 2024	3.00%	3.00%	3.35%
Indexation in 2024 for 2023	5.17%	10.28%	3.84%
Indexation in 2023 for 2022	5.63%	9.31%	10.00%

*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 contribution will increase.
- * Your pension will be reduced. We will only do this in the most extreme circumstances.

6. WHAT ARE OUR COSTS?



The KLM Cabin Staff Pension Fund incurs the following costs for the administration of the pension scheme:

- Administrative expenses
- Costs of asset management

7. WHEN DO YOU HAVE TO TAKE ACTION?



If you change your job, in most cases you can take the pension you have previously accrued with you to your new pension provider.



If you become disabled.



If you are getting married, starting cohabitation or entering into a registered partnership.



If you divorce or end your cohabitation or registered partnership.



If you work part-time and/or after a period of inactivity.



If you move abroad.



If you become unemployed.



Check how much pension you have accrued in total per year at www.mijnpensioenoverzicht.nl.



Questions? We will be pleased to help. Contact our Pension Service. Contact details are provided below.