

WELCOME TO THE PENSION FUND KLM-CABINEPERSONEEL

This Pension 1-2-3 explains what your pension scheme provides. Pension 1-2-3 consists of three layers:

- **Layer 1** – The key information about your pension scheme.
- **Layer 2** – More detailed information on all the topics in layer 1.
- **Layer 3** – Legal and policy-related information on our pension fund.

You can find Pension 1-2-3 at www.klmcabinefonds.nl.

You can also request a copy from our Pension Service Department at pensioenservice@klmcabinefonds.nl.

Pension 1-2-3 does not contain any personal information about your pension.

You can find that information:

- at www.mijnpensioenoverzicht.nl
- in your Uniform Pension Statement
- in MijnKLMPensioen at www.klmcabinefonds.nl

You can read how we approach responsible investing in our investment policy at www.klmcabinefonds.nl/ons-pensioenfonds/beleggen-voor-uw-pensioen.

1. WHAT DO YOU RECEIVE UNDER OUR PENSION SCHEME?



Pension for you

You and your employer pay monthly contributions into your personal pension capital. When you retire, we use that capital to pay you a monthly pension.

Your pension normally commences at age 60.



Pension for your partner and children

If you have a partner and/or children, and you die while employed by KLM/KLC, your children will receive a pension. Your partner will receive a pension unless you have cancelled the insurance for this purpose.



Pension in the event of a disability

If you become disabled, your pension capital will continue to grow. The pension fund pays the contributions for the portion of your disability. You may also receive a supplement to your benefit under the Work and Income (Capacity for Work) Act (WIA Benefit).



Pension regulations

If you want to know the exact details of what our pension scheme offers, read the pension regulations on www.klmcabinefonds.nl under 'Documents' or request a copy from us.

2. WHAT WILL YOUR PENSION CONSIST OF?



Three components

When you retire, your pension will consist of three components:

- AOW: this is the state pension paid by the government. Further information on the AOW is available at svb.nl.
- Pension with the Pension Fund KLM-Cabinepersoneel. You pay contributions into your personal pension capital through your employer. This is the pension described in this Pension 1-2-3.
- Pension that you arrange personally, for example through an annuity or a bank savings product.



Contributions to your pension

You and your employer pay monthly contributions into your personal pension capital. You accrue this capital over part of your salary. You also have the option to accrue additional pension capital by making extra contributions from your gross salary. On your retirement date, we convert this capital into a lifelong pension for you and – if you choose – for your partner.

3. WHAT HAPPENS IF YOUR CIRCUMSTANCES CHANGE?



You leave KLM/KLC (and may wish to take your pension with you: value transfer)
If you leave KLM/KLC, you stop paying contributions into your pension capital with the Pension Fund KLM-Cabinepersoneel. If you change your employer, you can usually transfer your pension capital to your new pension provider.



You get married, start cohabitating or enter into a registered partnership
You can take out two optional insurance policies to insure a partner's pension. This ensures that your partner receives a pension if you die. We automatically register your partner for both policies. You can also choose to cancel one or both. If you marry or enter into a registered partnership, we receive your partner's details from the municipality. If you start cohabitating, you must inform us about your partner yourself.



You divorce, end your registered partnership or stop cohabitating
Your former partner will not receive a pension if you die. If you are married or in a registered partnership, your former partner will be entitled to part of the personal pension capital you accrued during the marriage or registered partnership. You may make different agreements with your former partner.



You reduce your working hours or temporarily stop working
If you work fewer hours or temporarily stop working, your pension capital will accrue more slowly than if you worked full-time.



You become disabled
If you become disabled, you do not need to inform us yourself. KLM/KLC and the UWV (Employee Insurance Agency) will notify us.

4. HOW SECURE IS YOUR PENSION?



The amount of your pension is not fixed

The amount of your pension is not fixed. Your pension is linked to the financial markets and may increase or decrease.



Inflation-proof pension

Whether your pension maintains its purchasing power in future depends on the growth of your pension capital and on price increases.

5. WHAT COSTS DO WE INCUR?



What costs do we incur?

The pension fund incurs various costs to run the pension scheme, including administrative costs and costs of managing the assets.