

## WELCOME TO THE ALGEMEEN PENSIOENFONDS KLM

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 [klmgrondfonds.nl](https://klmgrondfonds.nl).

You can also request a copy from our Pension Service Department at [pensioenservice@klmgrondfonds.nl](mailto:pensioenservice@klmgrondfonds.nl).

Pension 1-2-3 does not contain any personal information about your pension. You can find that information:

- at [mijnpensioenoverzicht.nl](https://mijnpensioenoverzicht.nl)
- in your Uniform Pension Statement
- in MijnKLMPensioen at [klmgrondfonds.nl](https://klmgrondfonds.nl)

You can read how we approach responsible investing in our investment policy at [klmgrondfonds.nl/beleggingsbeleid](https://klmgrondfonds.nl/beleggingsbeleid).

This Pension 1-2-3 applies to everyone who works for **KLM**, **KHS** or **KFA** and accrues pension with us. For ease of reading, we refer to KLM when we mean your employer, unless there are differences between employers that we explain separately. In that case, we state clearly which employer is concerned.

## 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. Normally you start receiving your pension when you reach state pension age.



### Pension for your partner and children

If you have a partner and/or children and die while employed by KLM, your partner and children will receive a pension. If you were employed by KLM or KFA before 1 January 2026, your partner and children will also receive the surviving dependants' pension and/or orphans' pension you had already accrued if you die. If you were employed by KHS before 1 January 2026, your children will also receive any orphans' pension you had already accrued if you die.



### Pension in the event of a disability to work

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 [klmgrondfonds.nl](https://klmgrondfonds.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:

- A. AOW: this is the state pension paid by the government. Further information on the AOW is available at [svb.nl](https://svb.nl).
- B. Pension with Algemeen Pensioenfonds KLM. You pay contributions into your personal pension capital through your employer. This is the pension described in this Pension 1-2-3.
- C. 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. On your retirement date, this capital is converted into a lifelong pension for you and – if you choose – a lifelong pension for your partner if you die.

### 3. WHAT HAPPENS IF YOUR CIRCUMSTANCES CHANGE?



**You leave KLM (and may wish to take your pension with you: value transfer)**

If you leave KLM, you stop paying contributions into your pension capital with Algemeen Pensioenfonds KLM. If you change 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 additional partner's pension. This provides additional income for your partner 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**

If you are employed by KLM or KFA, and you die before your retirement date, your former partner will not receive partner's pension, unless you were already employed before 1 January 2026. If you die after retirement, your former partner will receive partner's pension. If you are employed by KHS, your former partner will not receive partner's 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 and your former partner may make different arrangements.



**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 for work**

If you become disabled, you do not need to inform us yourself. Your employer and the UWW (Employee Insurance Agency) will notify us.



**You wish to retire early or take part-time retirement**

If you wish to retire earlier or take part-time retirement, apply six months before your desired start date.



**You are about to retire and wish to start with a higher or lower pension.**

If you wish to start with a higher or lower pension, you decide this on your retirement date.



**You are about to retire and wish to determine the ratio between your pension and your partner's pension**

When you retire, there is a standard ratio between your pension and the pension your partner will receive if you die. You may choose a different ratio when you retire.



**You move abroad**

If you move abroad, the amount of your gross pension will not change. Please inform us of your new address.



**My pension statement**

Once a year, check how much pension capital you have accrued at [mijnpensioenoverzicht.nl](https://mijnpensioenoverzicht.nl).



**Questions?**

If you have questions, we are happy to help. Contact the Pension Service Department using the details below

### 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.