Appendix:
Explanation of the overview of *Active Participants* at the transition to your new pension in 2026

1. Why do you receive this overview;
2. Why can there be a difference between the amounts in the old and new plan and between the first estimate you received in November 2025 and this overview of your pension in 2026?
3. The difference between the old and the new pension plan for your pension;
4. What is the data on your overview based on;
5. The amounts on the overview;
6. The difference between the old and the new pension plan for your partner and/or children, if any;
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This explanation is part of the overview of your pension in the new pension plan that will apply from January 1, 2026. Keep this explanation with the overview of your pension in 2026.

This explanation applies to the overview of active participants. Overviews for former HEINEKEN employees or pensioners are subject to a separate explanation.

Do you have any**questions?**
Please contact us if you have any questions about your pension. You can find our contact details in the letter with your pension in 2026. And you can find the contact details on the website.

1. Why are you receiving this overview?

With this overview you can compare your pension in the old and new pension plan

This overview provides you with information about your expected pension in the old pension plan and your expected pension in the new pension plan. You can use this to compare the estimate of your pension under the old and new pension plan. This will give you a better understanding of the consequences of switching to the new pension plan.

Read this information carefully and keep the overview and explanation in your records. You can also find this information at any time under your documents on My Pension on our website.

Mijn Pensioen

You will not receive a separate Uniform Pension Statement this year

You will not receive a separate uniform pension overview this year. You will receive this again in 2027.

2. Why can there be a difference between the amounts in the old and the new plan and between the 1st estimate and the final overview?

1. Difference between the amounts in the old and the new pension plan
The pension fund has calculated your pension under various circumstances. Factors that played a role in this are:

- **Other pension plans** As explained earlier in this explanation, the old differs from the new pension plan. For example, in the old pension plan, higher buffers had to be maintained under the law. The increase in pensions was capped on the basis of the indexation policy, which compensated for inflation (increase in prices) at most. Due to these restrictions in the old plan, amounts in the new pension plan may be higher. But beware: this is an estimate. We show different scenarios in the overview. Your pension will probably end up somewhere in the middle. In the worst situations, the expected pension in the new pension plan may be disappointing because there are fewer buffers left to absorb this.

- **Distribution of the fund assets:**
The letter indicates which assets have been added from the fund to your personal pension assets. As a result, the fund also expects a higher expected pension for you than in the old pension plan. More information can be found on our website.

- **Compensation if you are a participant on December 31, 2025 and January 1, 2026**
The fund has calculated whether you are disadvantaged by the transition to the new pension system. Based on the agreements in the transition plan, HEINEKEN and social partners have determined who is entitled to compensation. You can see the amount of this on the preliminary letter. As a result, the fund also expects a higher expected pension than in the old pension plan. More information can be found on our website.

2. Difference between the amounts in the first and second calculations

- **Funding ratio:** Your first estimate takes into account the funding ratio of September 30, 2025. This 2nd calculation is based on the final funding ratio on December 31, 2025. This funding ratio is important when calculating your final start in the new pension plan. The funding ratio in the second estimate is higher. As a result, the fund also expects a higher expected pension than in the first estimate.

- **Scenarios:** When calculating your expected pension, we look at many economic scenarios under different circumstances. These scenarios are published once a quarter and are prescribed by law to calculate future pension. This also creates a difference in pension under the old and the new pension plan.

3. The difference between the old and the new pension plan for your pension

The old pension plan up to and including December 31, 2025

The old pension plan was a defined benefit agreement (average pay plan). The amount of the final, lifetime pension benefit was determined on the basis of the average salary you earned during your employment with HEINEKEN.

We tried to increase the pension in line with prices every year to ensure that you can continue to buy the same from your pension. We call that: maintaining purchasing power. In extreme circumstances, it was possible that the pension would be lower. Fortunately, this was never applied.

The new pension plan from January 1, 2026

The new pension plan is a solidarity-based contribution plan. You build up personal pension assets. This personal pension capital consists of:

1. The converted pension from the old pension plan. Your overview shows which pension assets you started with and how this is composed. 2. The contribution that you pay together with HEINEKEN for as long as you remain a member of the pension plan with the Heineken Pension Fund.

The pension fund invests your personal pension assets. This can yield returns. If the return is positive, the majority of that return will be added to your personal pension assets. The return can also be negative. Then there is a reduction in your personal pension assets.

Based on your personal pension assets, we make an estimate of your expected pension. You are expected to be able to follow the development of your personal pension assets from May on: My Pension.

Influence of interest and life expectancy on the amount of your pension

Interest rates and life expectancy also affect the amount of your pension.

- With rising life expectancy, the price of future pension becomes more expensive because it is expected to have to be paid out longer.
- If interest rates fall, pensions will also become more expensive. If the interest rate has risen, this will have a positive effect on the amount of the pension, despite the fact that the personal pension assets have decreased.

You can follow the development of your personal pension assets on: My Pension.

4. What is the data on your overview based on?

We have based ourselves on the data that was known to us on January 1, 2026. This also applies to the data we have received from HEINEKEN.

Your old pension has been calculated as at December 31, 2025, including the increase in your pension based on the indexation agreements from the old pension plan. Your pension in this overview is calculated on the basis of the data on January 1, 2026 in the new pension plan.

5. The amounts explained in the letter

This is how your personal pension assets were established on January 1, 2026
During the transition to the new pension plan, the social partners and the pension fund made various agreements about the distribution of the pension fund's assets and any compensation if you have suffered a disadvantage as a result of the transition to the new pension plan. You can find these agreements in (the summary of) the Transition Plan on the website.

1. **Converting your old pension entitlements to your personal pension assets**
   During the conversion, your old pension entitlements are fully converted into personal pension assets. In this case, a personal pension capital has been determined for you that corresponds to the value of your pension entitlements in the old pension plan.

   When you retire, we will determine your pension benefit based on your personal pension assets. The amount of your pension is not fixed. Every year we determine your pension benefit again. Always check My Pension for the most up-to-date status.

2. **Compensation if you had a disadvantage as a result of switching to the new plan**
   Although you have personal pension assets that are equal to the value of your old pension entitlements from the old pension plan, there may still have been a disadvantage when switching to the new pension plan. We also look at the pension that you could have achieved in the old pension plan and compare it with the new pension plan. Is this lower? Then you have a disadvantage. That is compensated. The amount of the compensation depends on your age. The agreements on the amount of compensation can be found in the Transition Plan.

3. **Distribution of assets**
   After all pensions have been converted and the compensation has been calculated, part of the fund's assets will be used to fill a number of mandatory reserves. This is important, for example, to be able to pay unexpected costs or to supplement the pension of pensioners in some situations.

   The remainder of the remaining assets are divided in a balanced manner among all participants, former participants and pensioners. This was done per age group, checking whether no one was disadvantaged by this.

   In your overview, you can see exactly which extra assets have been added to your personal pension assets when dividing the assets.

Expect pension for yourself if you continue to work at HEINEKEN until the retirement date

Your pension in the old and new pension plan
We have calculated your pension as if you would continue to work for HEINEKEN until your retirement date. You can retire earlier. Then your pension will be lower. This calculation looked at various scenarios and took into account the impact of the increase in prices. An increase in prices means that you will be able to buy less with your pension in the future than you can now.

In the letter you will see an estimate of the pension in the old and the new pension plan. Expected price increases are taken into account so that you can compare the amounts with each other. The amount of your pension in the new pension plan is uncertain and will be determined when you retire (the retirement date). If you receive a pension, the amount is redetermined every year.

Expect pension for your partner if you die and are working for HEINEKEN at that time

Your partner's pension in the old and new pension plan

We have calculated the partner's pension in the old and the new pension plan if you die while you are still working at HEINEKEN.

This calculation takes into account the partner's pension that you have accrued in the old pension plan. You retain the accrued partner's pension and it has been converted into a pension capital for partner's pension in the new pension plan.

In doing so, we looked at different scenarios without taking into account the impact of price increases. A price increase means that your partner can buy less in the future with the amount shown.

The amount of the partner's pension is uncertain in the new pension plan and will be determined on your retirement date and redetermined every year thereafter.

5. The amounts explained in the statement (annex)

Your expected pension if the old pension plan were to be continued

In this block you will see different amounts if the old pension plan were to be continued. You can see this pension so that you can compare the pension with the new pension plan. You will see several amounts in this block:

1. **Expect pension** if you continue to accrue pension until the age of 68. This amount is also stated on the front of the letter. This amount takes into account price increases so that you can estimate what your pension will be worth in the future (with regard to purchasing power).
2. In the **block with the arrows,** you can see an estimate of the pension under different scenarios if you start the pension at the age of 68 and continue to accrue pension until this age. The fund takes price increases **into account** for these amounts. In the event of a price increase, you can buy less for the same pension. You see the pension where the pension has been corrected for the expected price increases. This gives you insight into what your pension may be worth in the future. For the three arrows, we show you: your pension in the event of major setbacks, in the event of significant windfalls, and what the fund expects on average. There was a good chance that under the old pension plan you would end up with an amount between these extreme amounts.

Please note! Your pension is calculated on the basis that you have it start at the age of 68. You can choose to have your pension commence at the state pension age applicable to you. You will be notified about this by the pension fund. If you have your pension commence earlier than the age of 68, your pension will be lower than the amounts shown. On MyPension you can see the consequences of a possible choice to have the pension start earlier.

3. **Your pension if we do not take purchasing power into account**

Finally, you see the pension without taking into account the fact that price increases in the future will allow you to buy less than you can now. This is the estimated pension based on today's situation without taking into account that prices will rise in the future. In this block you will see the actual accrued pension on January 1, 2026. You can also see the expected pension if you continue to work for HEINEKEN until the age of 68.

4. **Development of pension and consumer prices over the past three years**

In the old pension plan, the fund tried to allow your pension to grow in line with price increases based on the indexation policy. The pension fund could also reduce the pension in exceptional circumstances. In the overview, you can see that your pension has fortunately not been reduced in recent years. In addition, you can see the increase in your pension and how this relates to the development of prices in the Netherlands. In the new pension plan, the pension fund does not have an indexation policy, but your pension is increased or decreased on the basis of the annual financial results.

5. **Did you have a single person's pension under the old pension plan?**

In the first overview you received in November 2025 and on your previous pension statements, you may have seen a single person's pension. This form of pension is no longer included in the new pension plan. In the new pension plan, this has been converted into your personal pension assets for your retirement pension on the retirement date.

Your expected pension in the new pension plan

In this block, we show different amounts that apply in the new pension plan. You will see several amounts in this block:

1. **Status of your personal pension assets on January 1, 2026**
   You already saw this amount in the letter. With these personal assets, you start in the new pension plan. Changes in this personal wealth due to contributions and the monthly positive or negative results will soon be reflected every month on <u>My Pension</u>. The personal pension assets at the time you retire determine how much pension you will receive on the retirement date.

2. **Expect pension** if you were to continue accruing pension until age 68. You saw this amount earlier on the front of the letter. It is the pension calculated in which we look at what pension you can expect if you retire at the age of 68 and continue to work at HEINEKEN until the retirement date. This amount takes into account price increases so that you can estimate what your pension will be worth in the future (with regard to purchasing power).

3. In the **block with the arrows** you will see an estimate of the pension under
   different scenarios. We take price increases <u>**into account for these**</u> amounts. In the event of a price increase, you can buy less for the same pension. For these pension amounts, the pension has been adjusted for the expected price increases. This will give you insight into what your pension will be in the
   future. The fund identifies the following for the three arrows: your pension in the event of significant setbacks, in the event of significant windfalls, and what the fund
   average expected. There is a good chance that in the new pension plan you will end up with an amount between these amounts.

   Please note! The amounts shown may be higher than in the old pension plan. The new pension plan does not have a maximum for the expected increase in pension. As a result, your expected pension will be considerably higher if the economy is doing very well. However, the chance that your pension will actually be that high is not great. Because the economy is erratic. Sometimes it's good, sometimes it's
4. bad. We therefore expect your pension to be between the low and the high amount shown in the arrows.

   Your pension if we do not take purchasing power into account.
   Here you see the pension without taking into account the fact that you can buy less in the future than you do now due to price increases.

Looking ahead to your pension after it has started in the old and new pension plan

In this block you can see the different amounts that apply in the old and the new pension plan after the pension has started 10 years. The starting point is that your pension started at the age of 68. Here you can see an estimate of your expected pension at the age of 78.

Please note! You can see the pension in the old pension plan so that you can compare the pension with the new pension plan.

1. In the **block with the arrows** , an estimate of the pension under different scenarios at 78 years. The fund does take price increases into account for these amounts. In the event of a price increase, you can buy less for the same pension. You see the pension where the pension has been corrected with the expected price increases. This gives you insight into what your pension may be worth in the future. For the three arrows, the fund shows out: your pension in the event of major setbacks, in the event of significant windfalls, and what the fund expects on average.

Please note! The amounts shown in the new pension plan may be higher than in the old pension plan. The new pension plan does not have a maximum for the expected increase in pension. As a result, your expected pension will be considerably higher if the economy is doing very well. However, the chance that your pension will actually be that high is not great. Because the economy is erratic. Sometimes it's good, sometimes it's bad. We therefore expect your pension to be between the low and the high amount shown in the arrows.

6. The difference between the old and the new pension plan for your partner and/or children, if any,

Partner's pension in the old pension plan

In this block you can see what your partner received if you died in the old pension plan. You see the pension as if you were still employed and the pension that you have accrued in the old pension plan. This is important because you had partly accrued this partner's pension over the period that you worked at HEINEKEN. You will retain this accrued partner's pension and you will see it later in the overview in the new pension plan. Even if you leave HEINEKEN's employment, you will retain the accrued partner's pension.

You will see the partner's pension in the old pension plan so that you can compare it with the partner's pension in the new pension plan.

1. **If you die while you are employed by HEINEKEN**
   Here you can see the partner's pension that your partner would have received under the old pension plan. We leave here the lifelong partner's pension derived from the retirement pension as if you were working at HEINEKEN until your retirement date. Under the old pension plan, your partner was then entitled to 70% of this pension. You can see this here and you saw it earlier on the letter accompanying this overview.

   You had already accrued part of this pension and will retain it when you transition to the new pension plan. The amount of this can also be seen in the explanation of the partner's pension in the new pension plan. Did you leave employment under the old pension plan? Then you retained this pension under the old pension plan.

   You will also see a temporary partner's pension from the old pension plan. If you die and you have a partner who has not yet reached the state pension age (see the SVB website), the partner's pension was temporarily supplemented under the old pension plan until your partner's state pension age. This does not apply in the new plan, but you will retain the temporary partner's pension accrued in the past.

2. **If you die when you retireThis shows the partner's pension that your partner would have received in the old pension plan** after you retired. Depending on your choice on the retirement date, you and your partner and your partner will decide whether or not to insure a partner's pension in the event of death after the retirement date and the amount thereof.

   The overview shows the partner's pension if you had opted for a partner's pension of 70% of the retirement pension upon your death. Deviating choices lead to a lower or no partner's pension.

   If you had opted for a partner's pension, you might also have received a temporary partner's pension. This is also reflected in the overview. The temporary partner's pension only applies if you had chosen to insure partner's pension after your retirement date for the partner present at that time.

Partner's pension in the new pension plan

In this block you can see what your partner will receive if you die in the new pension plan. You will see the partner's pension on your death before and after your retirement starts. Because you have also accrued partner's pension in the old pension plan, you will see this reflected in the partner's pension in the event of death before your pension starts. In the event of death after the retirement date, we deduct the partner's pension from the retirement pension. Please note: the amount of the partner's pension in the new pension plan will become more uncertain. Every year, the fund determines the amount of the partner's pension.

Please note! The amounts you see do not take into account price increases. Every year, prices rise and your partner can buy less with the pension. This has not been taken into account when showing your partner's pension.

1. **If you die while you are employed by HEINEKEN**
   Here you can see the partner's pension that your partner will receive in the new pension plan upon your death. We leave here the lifelong partner's pension that no longer depends on the duration of your employment. Under the new pension plan, your partner will then be entitled to 35% of your pensionable salary at the start of the payment. You can see this here and you saw it earlier on the letter accompanying this overview.

   In addition, you had accrued partner's pension from the old pension plan. You will retain this in the new pension plan. Are you leaving employment under the new pension plan? Then you will keep this part of the partner's pension. However, the amount of this partner's pension is lower than the partner's pension in the event of death while you were employed by HEINEKEN.

   You will also see a temporary partner's pension. If you die, the partner's pension will be temporarily supplemented until his or her state pension age (see the SVB website). This does not apply in the new plan, but you retain your entitlement to the temporary partner's pension that was accrued under the old pension plan. That is why you will also see the temporary partner's pension here.

   Please note! The amount of the partner's pension is uncertain. At the end of the first year of payment, the partner's pension is redetermined each year. There is a variable partner's pension.

2. **If you die when you retireThis shows the partner's pension that your partner** will receive in the new pension plan after you have retired and die. Depending on your choice on the retirement date, you and your partner and your partner will decide whether or not to insure a partner's pension in the event of death after the retirement date and the amount thereof.

   The overview shows the partner's pension if you opt for a partner's pension of 70% of the retirement pension upon your death. This also includes the accrued partner's pension from the old pension plan. Deviating choices lead to a lower or no partner's pension.

If you opt for a partner's pension, you may also have a temporary partner's pension from the old pension plan. This is also reflected in the overview. The temporary partner's pension only applies if you choose to insure partner's pension after your retirement date for the partner present at that time.

Please note! The amount of the partner's pension is uncertain. At the end of the first year of payment, the partner's pension is redetermined each year. There is a variable partner's pension.

Orphan's pension in the old pension plan

In this block you can see what your children received if you died in the old pension plan. This is important because you had partly accrued this orphan's pension over the period that you worked at HEINEKEN. You will retain this accrued orphan's pension and will see it later in the overview in the new pension plan. Even if you start working for HEINEKEN, you will retain the accrued orphan's pension.

You will see the orphan's pension in the old pension plan so that you can compare it with the orphan's pension in the new pension plan.

1. **If you die while you are employed by HEINEKEN**
   You can see the orphan's pension that your children would have received under the old pension plan. Under the old pension plan, your children were entitled to 20% of the partner's pension to be achieved. You can see this here.

   You had already accrued part of the orphan's pension and will retain it when you switch to the new pension plan. The amount of this can also be seen in the explanation about the orphan's pension in the new pension plan. Did you leave employment under the old pension plan? Then you retained this pension under the old pension plan.

2. **If you die when you retireYou can see the** orphan's pension that your children would have received in the old pension plan after you retired.

   In the event of death after the retirement date, the orphan's pension amounted to 14% of the retirement pension.

   Please note!
   - The orphan's pension applied to a maximum of 3 children. If you have more children, the orphan's pension was divided into equal parts among all children. As a result, the amount of orphan's pension per child was lower.
   - If your child is in education or vocational training, the orphan's pension was paid under the old pension plan until the age of 27.
   - The orphan's pension was doubled if both parents had died.

Orphan's pension in the new pension plan

In this block you can see what your children will receive if you die in the new pension plan. You will see the orphan's pension on your death before and after your pension commences. Because you have also accrued orphan's pension in the old pension plan, you will see this reflected in the orphan's pension in the event of death before your pension starts. In the event of death after the retirement date, we deduct the orphan's pension from the retirement pension.

Please note! The amounts you see do not take into account price increases. Every year, prices rise and your children can buy less with the pension. This has not been taken into account when showing the orphan's pension for your children upon your death.

1. **If you die while you are employed by HEINEKEN**
   You can see the orphan's pension that your children will receive in the new pension plan until they are 25 years old when they die and are working at HEINEKEN at that time. Here we show the orphan's pension, which is no longer dependent on the duration of your employment. Under the new pension plan, your children will then be entitled to 20% of your pensionable salary at the start of the payment. You can see this here.

   In addition, you had accrued orphan's pension from the old pension plan. You will retain this in the new pension plan if you die before your retirement date. Are you leaving employment under the new pension plan? Then you will retain this part of your orphan's pension. However, the amount of this orphan's pension is lower than the orphan's pension in the event of death while you were employed by HEINEKEN.

   Please note! The amount of the orphan's pension is uncertain. At the end of the first year of payment, the orphan's pension is reassessed each year. There is a variable orphan's pension.

2. **If you die when you retiredYou can see the** orphan's pension that your children will receive in the new pension plan after you retire and die. The amount of the orphan's pension is 14% of the retirement pension and only applies if your children are younger than 25 years of age. The amount of this orphan's pension is also variable and is determined annually.

   Please note!
   - The orphan's pension applies to a maximum of three children. If you have more children, the orphan's pension will be divided among all children in equal shares. This will reduce the amount of orphan's pension per child.
   - The orphan's pension is doubled if both parents have died.

The difference between the old and the new pension plan for your partner and/or children, if any,

The pension plan provides for a standard partner's pension and orphan's pension for your partner and/or children, if any. We do not understand everyone has a partner and/or children, but the risk and costs for these forms of pension are shared together. This is part of the collective nature of the pension plan.

<u>In the event of death before the retirement date</u>

In the old pension plan, you accrued partner's and orphan's pension every year. If you left the company, you retained this accrued partner's and orphan's pension. The amount of the pension depended on the duration of your employment.

In the new pension plan, you will no longer accrue partner's and orphan's pension in the event of death before the retirement date. However, the pension for your partner and children (if any) is insured. Are you leaving employment? Then this insurance will expire. If you start working for a new employer, you may fall under the new rules of the new pension plan through your new employer. Always check this carefully with the documents of your new pension plan.

The accrued partner's and orphan's pension from the old plan has been transferred to the new pension plan. As a result, the total partner's pension shown in the overview in the new pension plan may be considerably higher than in the old pension plan.

An orphan's pension from the old pension plan is paid out up to the age of 25, unless your children are in education or vocational training. Then this old orphan's pension is paid until they are 27 years old. The orphan's pension under the new pension plan applies until the age of 25 of your children.

Are you leaving HEINENKEN?
Then you will only keep the accrued partner's and orphan's pension. This pension is much lower than the total partner's and orphan's pension shown on the pension overview.

In the event of death after the retirement date
In the event of death on or after the (early) retirement date, an annual variable lifelong partner's pension amounting to 70% of the retirement pension will be purchased for your partner, unless you and your partner, if any, have opted for a lower percentage of the retirement pension or no partner's pension in accordance with the provisions of the new pension plan. Do you not have a partner at the start of the pension? In that case, only retirement pension is automatically purchased from the personal pension assets. In that case, you will not have a partner's pension, not even for a possible new partner after the retirement date.

You do not have to make a choice for the orphan's pension. This will automatically remain insured after your pension has started. This was also arranged in the old pension plan.

7. What is the factor A and why is it on my overview?

The factor A represents your pension accrual in 2025. The pension fund determines the factor A using a legally prescribed formula. You will need this if you want to supplement your pension yourself through an annuity with an insurer or bank. More information about calculating the annual allowance can be found on the website of the Tax and Customs Administration.

Example:
Suppose you have a pension base of EUR 50,000 in 2025 and the accrual percentage is 1.875% in 2025.

The Factor A is then 1.875% x EUR 50,000 = EUR 937.50, rounded off EUR 937.

Under the information "Pension details" on the overview, you can read what your pension base is.

8. If you become ill or incapacitated for work

Do you get sick? Then HEINEKEN will in principle continue to pay your salary for the first 104 weeks. During this period, the contribution to the new pension plan will continue. Are you declared incapacitated for work by the UWV after 104 weeks? Then the pension fund will take over the premium contributions from you and HEINEKEN for the part that you can no longer work. You can find more information about pensions and disability on our website.

Were you already incapacitated for work before the start of the new pension plan?
If you have already become incapacitated for work under the old pension plan, the pension fund will also take over the premium payment that your employer paid in the new plan. Above that, some participants pay their own employee part for full pension accrual. On the website you will find more information about becoming ill, disability and your pension.

9. Want to know more about your pension?

For an estimate of your total pension with all your employers and your state pension, please visit www.mijnpensioenoverzicht.nl

For the most up-to-date state of affairs regarding your pension with the Heineken Pension Fund please visit: My Pension. Here you can also see, for example, when you can start your pension and what the influence of this is on the amount of your pension.

For more background information about your pension with the Heineken Pension Fund, please visit our website. Here you will also find the most up-to-date pension regulations with the entire pension plan written out and more information about investing and what the results are.

Do you have any questions about your pension or this letter
Please contact us. We can be reached via pensioenfonds@heineken.nl and on telephone number +31 (0)20 523 93 93.